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ABSTRACT

This report on the activities of the World Confederation of Organizations of the Teaching Profession (WCOTP) includes the recommendations to: (1) join the Consortium for International Pacific Education and Communication Experiments by Satellite as a nonvoting member; (2) promote relations between teachers' organizations and UNESCO; (3) continue relations with the International Federation of Free Teachers' Unions; and (4) urge members to send to the secretariat any material they wish to see published. Resolutions pertaining to the 1980 theme of education and development call for action to be taken to promote quality education, agreements of cooperation and development, and an increased effort to overcome the problems of hunger, poverty, illiteracy, and economic disparity. Other topics relating to the conference theme were the role of the individual teacher in education and development, the role of national teachers' organizations in education and development, and many others. Also included are the WCOTP programs for 1981-82; WCOTP Constitution and Bylaws; WCOTP Membership list; and a financial statement for the calendar year 1979. (JN)

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ANNUAL REPORT

1980

Including the formal documents
of the
XXVIII Assembly of Delegates

Brasilia, Brazil
August 4 - 9, 1980

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Report of WCOTP Activities Presented on Behalf of the Executive Committee

September 1979 through June 1980

Part A - DECISIONS TAKEN BY THE WCOTP EXECUTIVE COMMITTEE

The Executive Committee met from March 7 to 11, 1980 in Morges, Switzerland preceded by meetings of the Finance Committee March 4 and 5, and the Sub-committee on the Constitutional Implications of a Change to Biennial Assemblies on March 6. The principal decisions were as follows:

(a) To join the Consortium for International Pacific Education and Communication Experiments by Satellite (International PEACESAT Consortium) as a non-voting member. The PEACESAT aims to develop communication channels and promote joint sharing of resources for education, health and community services in the Pacific.

(b) To promote relations between teachers' organizations and Unesco National Commissions as a way of strengthening relations with Unesco, in addition to the means currently in practice.

(c) To continue relations with the International Federation of Free Teachers' Unions (IFFTU), the World Confederation of Teachers (WCT) and the World Federation of Teachers' Unions (FISE) based upon the agreements reached during bilateral discussions as outlined below under "Relations with International Non-Governmental Bodies".

(d) To hold a joint WCOTP-IFTA-FIPESO meeting before the 1980 Assembly with the purpose of clarifying the provisions in the WCOTP Constitution relating to affiliation of organizations to WCOTP and to IFTA and FIPESO.

(e) To not recognize officially either of the two Executive Committeesclaiming to represent the Caribbean Union of Teachers but to be willing to assist in resolving the current dispute if so desired. In the meantime, to strengthen direct relations with each of the organizations in the CUT, many of which are WCOTP full members in their own right, and move towards a relationship with CUT as a regional body instead of a full member organization.

(f) To urge members to send to the secretariat any material they wish to see published in Echo, the WCOTP quarterly newsletter.

(g) To discontinue the practice of publishing complete proceedings of the Assemblies of Delegates and to send to members only the decisions, translated into the official WCOTP languages: to retain at the headquarters the tape recording of the Assembly proceedings for reference purposes.

(h) To further define the guidelines for WCOTP action in relation to crisis situations as follows:

1. Requests for action must be endorsed by a member organization before any action is contemplated by the Confederation. Requests from teachers or groups of teachers within member organizations will not otherwise be acted upon.

2. When a request for action comes from a member of WCOTP, the steps outlined in the Statement on Methodology for Political Action and Defense of Human Rights contained in the 1978 Annual Report, should be followed.

(i) To fix the dates for the 1982 Assembly in Montreux, Switzerland, as August 7-13, with a theme relating to teacher education.

(j) To recommend to the 1980 Assembly that no Assembly be held in 1983 and that the Assembly be held biennially in the future. The constitutional changes arising from this move would be considered at the 1982 Assembly.

(k) To look into the possibility of holding the 1983 or 1984 Assembly in Africa.

(l) To send a questionnaire to member organizations on Women in Education and use the responses as a basis for the discussion scheduled during the 1980 Assembly. In this connection, it was agreed that the secretariat write to members urging them to get places for their members on the governmental delegations to the United Nations Conference on the Decade for Women held in July 1980.

(m) To implement the decisions of the 1978 Assembly with regard to teacher education through consideration of the situation of teacher education region by region. This would comprise: a better definition of policy on teacher training and in-service training, a definition of the present and future role of teacher education, and the development of cooperation between teachers, teacher trainers and teacher training organizations.

(n) To recommend at the 1980 Assembly applications for full-membership from the following organizations:

Bangladesh Primary Teachers Association
Cook Islands Teachers' Institute
Børne-og Ungdomspaedagogernes Landsorganisation (National Organisation of Children and Youth Educators) Denmark
Verband Bildung und Erziehung (VBE) Federal Rep. of Germany
Federation of High School Teachers - Greece; this application will be recommended provided it is admitted to FIPESO at its 1980 Congress in July)
Asociacion Nacional de Educadores de Nicaragua
Fédération Nationale des Enseignants du Zaire/UNTZA
Bangladesh Government College Teachers' Association

(o) In regard to constitutional amendments, the Executive has reported its decision in document A-6 of the working papers.

(p) To drop from membership in WCOTP as a result of non-payment of dues the following organizations: Solidaridad de Maestras Salvadoreñas of El Salvador, Federación de Educadores del Paraguay, and the Tonga Teachers Association.

(q) As provided for in the Constitution, the Executive established a list of full member organizations according to the regions to which they shall belong for electoral purposes.

SEMINARS AND CONFERENCES

The Seventh WCOTP Conference of Teacher Organizations in the Asian Region was held in Tokyo from 12 to 16 November 1979 with the Japan Teachers' Union acting as hosts. There were 166 participants from 37 organizations in 21 countries. WCOTP President Motofumi Makieda delivered the inaugural address. The programme consisted of two parts, reflecting the two principal aspects of WCOTP activities, trade union and professional. The first part of the meeting was devoted to a study of the concept of trade unionism and the role of trade unions in national development. C.C. Calderon, ILO Regional Advisor on Labour Relations, led discussions and spoke on "Rights and Obligations of Trade Union Membership". John M. Thompson, WCOTP Secretary General, spoke on "The Role of Teachers'

Unions as Trade Unions" and Birgitta Stenberg of the Swedish Council for International Trade Union Cooperation (LO/TCO) talked on "Democracy in Trade Union Procedures". One day was devoted to the "Role of Trade Unions in National Development". The speakers were Israel Bocobo, President of the National Alliance of Teachers and Office Workers of the Philippines; Kléber Viélot , WCOTP Special Assistant for Africa; and A.T. Ariyaratne of the Sarvodaya movement in Sri Lanka. This part of the Conference was rounded off by a discussion led by Kiyoo Nakakoji, Secretary General of JTU, in which he dealt with the basic rights of trade unions as such. The Recommendations adopted by the Conference, which were sent to all member organizations, called for the introduction of trade union education in teacher training colleges, primary and secondary schools and in non-formal education programmes. They also appealed to governments to observe the rights of teachers as stated in the Unesco/ILO Recommendation concerning the Status of Teachers. A report has been published in English.

The 1979 WCOTP European Conference met in Rabat, Malta, November 20-24. The Conference was hosted by the Movement of United Teachers, and 85 delegates attended from 28 organizations. Resolutions adopted by the group concerned: the formation of an industrial committee of teachers in Europe cooperating on education issues with the European Trade Union Confederation (ETUC), the strengthening of WCOTP action to right cuts in education expenditure, equality of opportunity for girls and boys, the preparation for participation in cultural activities. By-elections were held to fill two seats on the European Committee which had become vacant through the resignations of Asseri Joutsimäki (OAJ, Finland), and Annelie Wagner (DL, Federal Republic of Germany). The seats were filled by Thomas Rehula (OAJ, Finland) and Liliane Urben (SPR, Switzerland). A report has been published in English and French and the resolutions were sent to all member organizations.

The European Committee met four times during this report period: on September 12-13 in Morges, on November 19 in Malta, on January 15 in Brussels, prior to the consultation with the European communities and in Paris March 22.

The Third Southern Africa Regional Conference took place in Mauritius 6-13 December 1979. Representatives from eight organizations from Botswana, Mauritius, Republic of South Africa and Zimbabwe-Rhodesia worked with resource persons from Lesotho and WCOTP. Co-chairmen were the President of the African Teachers' Association of South Africa (ATASA) R.L. Peteni, and the past President of the Zimbabwe Teachers' Association (ZITA), Heyi Malaba. The host organization was the Union des Professeurs et des Employés des Institutions Scolaires of Mauritius and the organizers were H.H. Dlamlenze,

Secretary General of ATASA, and Raymond J. Smyke, WCOTP Assistant Secretary. The theme of the Conference was "Teachers'Economic Services" which included a study of credit unions, teacher centres, insurance and medical aid schemes, and mutual assistance. Credit union sessions were led by James Semata, former President of the teachers' union in Lesotho and Director of the Credit Union League there. Among the conference recommendations were: support for the Unesco/ILO Recommendation concerning the Status of Teachers; the convening of a southern African meeting on matters of special concern to women teachers; that teacher organizations, as part of their regular programme, should be concerned with the special needs of young teachers entering the profession; and that teacher organizations should have on-going training programmes for all levels of elected officials. These recommendations were circulated to all members in the form of a press release. The report has been published in English.

The WCOTP/Botswana Teachers' Union Training Programme for Women Leaders was organized at the Rural Training Centre in Sebele from 15 to 22 December 1979. Forty-five women leaders of the BTU from all but one region of the country followed intensive programmes of training, research and evaluation techniques to strengthen their leadership skills. Financial contributions towards the cost of running the seminar were made by the National Education Association of the United States and the Norsk Laererlag of Norway. The meeting was inaugurated by the Minister of Mineral Resources and Water Affairs, the Hon. Mrs. Dr. G.K. Chiepe. Other speakers were WCOTP Assistant Secretary Raymond J. Smyke, Drake Selwe, BTU National President, and Mrs. Bongile Putsoa, Dean of the Faculty of Education at the University College of Swaziland who also served as resource person. As part of the programme, a field investigation was made to a neighbouring village during which participants sought the opinion of the residents on the question "What do you think will be the effects of free primary education on your family and village? An analysis of the responses is being prepared by the Botswana Teachers' Union and these will form part of the report.

A second OECD Exchange of Views was arranged at the headquarters of the Organization for Economic Cooperation and Development in Paris on 17-18 January 1980 for representatives of member organizations in OECD countries. The meeting, attended by 40 people from 25 member organizations, was chaired by WCOTP Vice-President James Killeen. Discussions were held with officials of the OECD on the consequences for the teaching profession resulting from a period of recession and on the question of changes in the relation between education and employment.

The Meeting on Bilateral and Multilateral Cooperation was convened in Morges January 20-21, 1980 to enable some of the participants in the OECD meeting, mentioned above, to take part. There were 19 representatives from member organizations in Australia, Canada, Denmark, Finland, New Zealand, Norway, Sweden, Switzerland, United States. Topics under discussion were: harmonization of requests from organizations seeking assistance, the role of WCOTP in supporting and advising on requests for assistance, and procedures for evaluation of projects. The group drew up guidelines to be used as elements in any evaluation process.

One phase in the WCOTP Asian programme within the framework of the Institute for Teacher Organization Development (ITOD) began with the Principal Training Programme which was held from 5 to 17 February 1980 at the Sri Lanka Foundation Institute in Colombo. With the All Ceylon Union of Teachers acting as hosts, 32 participants from Bangladesh, Fiji, India, Indonesia, Malaysia, the Philippines, Republic of Korea, Singapore, Sri Lanka and Thailand experienced a variety of innovative exercises in perception, communication and action. Main topics were: The ILO/Unesco Recommendation Concerning the Status of Teachers; The Aims, Rights and Responsibilities of Teachers' Organizations; Practical Measures for Effective Teachers' Organizations; Collective Bargaining Procedures; Dispute Settlements; and Teachers' Organizations and Educational Change. At the end of the sessions the participants prepared detailed national follow-up training programmes to be pursued in their respective 10 countries. Judging from a first evaluation conducted during the programme, the consensus was that the entire training programme was very successful; however, the real test of the ITOD would be in the success of the national training programmes which are expected to strengthen the teachers' organizations.

In addition to the Coordinator, L.H. Horace Perera who is WCOTP's Special Assistant for Asia and the South Pacific, five Resource Persons contributed to the proceedings: Robert Harris, WCOTP's Consultant for Special Projects, Aloysius Mathews, WCOTP sub-regional assistant, Adrian da Silva from Singapore, Thure Sjödahl and Birgitta Stenberg from Sweden. The ITOD in Asia is financed largely by the Swedish Council for Trade Union Cooperation.

The WCOTP Caribbean Workshop was held at Shortwood Training College, Kingston, Jamaica, from April 7 to 13, 1980 in cooperation with the Jamaica Teachers' Association. The 50 participants from 13 Caribbean territories, from Guyana to Belize, from Bermuda to Curaçao, discussed the theme "The Teacher as a Professional in the Caribbean Today" under four main headings: education for the teaching profession; acceptable professional action in the 80s; the

public image and the status of the teacher; and teacher organizations and the professional development of their members. The keynote address, given by Leslie Robinson, Pro-Vice Chancellor of the University of the West Indies, opened the Workshop and WCOTP Vice-President James Killeen addressed the meeting on the goals and work of WCOTP. The keynote address was given by Reverend Sam Reid. Papers were presented by Marc-Alain Berberat, WCOTP Deputy Secretary General, and Paschal Chisholm, 2nd Vice-President of the Canadian Teachers' Federation. The CTF also shared the costs of the Workshop with WCOTP. Coordinators of the meeting were John M. Thompson WCOTP Secretary General, JTA President Hugh Dawes and JTA General Secretary Fay E. Saunders. A report will be published in English.

Under the heading Teachers and Educational Change - A Look into the Future, the first international and inter-African conference to be held in Uganda since the fall of the Amin government took place from May 5 to 9, 1980. Organized by WCOTP, the All Africa Teachers' Organization (AATO) and the Uganda Teachers'Association(UTA), the Conference celebrated the 20th anniversary of the 1960 WCOTP African Conference held during the same week at the same venue - Makerere University, Kampala. Held in cooperation with Makerere University and the Uganda Ministry of Education, the Conference brought together teacher organization leaders, university and ministry of education representatives from Botswana, Gambia, Ghana, Kenya, Nigeria, Sierra Leone, Swaziland, Zambia and for the first time since independence, from Zimbabwe. A large number of teacher delegates from all sections of Uganda participated thus achieving one of the Conference's main objectives to reinvigorate and reactivate the Uganda Teachers' Association in all of its 32 districts. The keynote address was given by Dr. Victor I.O. Johnson, Sierra Leone educator and Director of Education and Training for the United Nations Environment Programme (UNEP), and the final presentation was by Rex E.O. Akpofure, Director of the Commonwealth Secretariat Education Division.

At the inaugural ceremony the Chairman of the UTA, Nicolas Mafabi, paid tribute to WCOTP and its member organizations who provided financial assistance for the refurbishing of UTA headquarters which was completely looted during the liberation struggle for Kampala. The Hon. Minister of Education, Mrs. G. Bitamazire, officially opened the conference. The vote of thanks was delivered by WCOTP Executive member, Chief A.A.O. Ezenwa. Chairmanship of the Conference was shared by Dr. John C.B. Bigala, Dean, Faculty of Education, Makerere, and Thomas A. Bediako, Secretary General of AATO. Reactions to the Keynote Address came from Marc-Alain

Berberat, Deputy Secretary General of WCOTP and Professor Asavia Wandira, Vice-Chancellor, Makerere University. Raymond J. Smyke, WCOTP Assistant Secretary, served as coordinator. AATO organized a special programme on "Economic professional services and self-help programmes among teacher organizations". Other topics which drew interest included "African women teachers, the not so silent majority", in which a panel headed by Pumla Kisosonkole, WCOTP Consultant for Women's Programmes, and others spoke convincingly on the need for women teachers, now the majority in Africa, to play an equivalent role in teacher organization activities at all levels. A plenary session was devoted to "Today's curriculum and tomorrow's school leavers" by Dean Bongile Putsoa of the University of Swaziland. Professor W. Senteza Kajubi of Makerere spoke on "Teacher education: blueprint for the future". The costs of the Conference were shared by the Canadian Teachers' Federation, the United Nations Environment Programme and WCOTP with significant support from the Uganda Teachers' Association, Makerere University and the Ministry of Education.

PUBLICATIONS

The 1979 Annual Report was published in English, French and Spanish, containing the report of activities, the WCOTP Constitution, the financial statement for the calendar year 1978, and the WCOTP membership list.

Four eight-page issues of the newsletter Echo were published, in September, December, March and June.

The 1980 Calendar was printed and distributed in English, French and Spanish in 5,000 copies. It illustrated the theme "Education for Development".

Since September, 23 press releases were written and sent out in English, French, Spanish and Japanese. It was noted by the Secretariat that many member organizations have been reproducing in their own journals and newspapers the texts of these press releases, using them usually in their entirety.

The Information Brochure was up-dated and distributed in English, French and Spanish. Member organizations were invited to request the quantity of brochures they would need for distribution to their members.

The Final Report of the Second Training Programme for Women Leaders, held in Ibadan 8-13 April 1979 and organized by the Nigeria Union of Teachers and WCOTP, was printed in English and given wide distribution. In addition to reporting on the meeting, the report

contains the texts of the WCOTP Policy statement on Women in Education and the Unesco/ILO Recommendation Concerning the Status of Teachers.

The report of the Stage d'Etudes CMOPE/FIAI/FCE/SNEPPCI sur l'Organisation, l'Administration et la Gestion d'un Syndicat d'Enseignants, Bouaké, Ivory Coast, 2-7 April 1979, was published in French.

The Report of the Seventh WCOTP Conference of Teachers Organizations in the Asian Region, Tokyo, Japan, 12-16 November 1979 was published in English.

The Report on the Third Southern Africa Regional Conference, Mauritius, 6-13 December 1979 has been produced in English.

RELATIONS WITH INTERGOVERNMENTAL ORGANIZATIONS

United Nations Educational, Scientific and Cultural Organization.

In furtherance of the contract signed with Unesco to prepare a manuscript for a Handbook for Use in Training Pre-Primary Personnel and for the Information of Parents, in developing countries, a panel of early childhood education teachers were assembled at the secretariat December 11-14. They were from Belize, Jamaica, Ghana, Sri Lanka, Sweden and Uganda. The text was submitted to Unesco and following the comments received plus the allowance of more time further material was obtained from members and correspondents involved in early childhood education.

In addition to participation in Unesco meetings in various regions of the world (see below, WCOTP Representation at International Meetings), the Confederation was represented by Robert Harris as Vice-President of the Standing Committee of NGO s in consultative status with Unesco at meetings of the Committee and of its Bureau in September and October. In addition, André Drubay, Secretary of FIPESO, served as coordinator of the collective consultation on education for disarmament and peace, in preparation for the Unesco World Congress on Disarmament Education in June. This Congress was also attended by Mr. Drubay and Mr. Harris.

In September, WCOTP sent comments to the Unesco Director General on Unesco's draft programme and budget for 1981-1983. Two of the more important points which were stressed were: the need for strengthening Unesco's action programme in regard to human rights rather than the study of the problems, and the need for

increased efforts to implement the Recommendation concerning the Status of Teachers, rather than to consider revising the instrument.

Also in September Robert Harris had discussions with the Unesco Director of the Division of Educational Planning, the Division of Human Rights, and the Section for International Cooperation and Peace. The latter two departments are interested in working on follow-up projects to the Vienna Congress on Education for Human Rights. With regard to educational planning WCOTP submitted to Unesco in June a proposal for a comparative study of teacher participation in educational planning and the formulation and implementation of educational policies.

International Labour Organization

In preparation for the 1980 International Labour Conference in June, the WCOTP secretariat sent a circular to members concerning one of the items on the agenda: the promotion of collective bargaining and the possibilities for the preparation of a Convention, Recommendation or Convention supplemented by a Recommendation on this subject. A copy of the questionnaire sent to governments by ILO was included to enable members to take up the question with their governments.

In September a letter was addressed by the secretariat to the President of the Joint Unesco/ILO Committee of Experts on the application of the Recommendation concerning the Status of Teachers which met in November in Paris to prepare its third review and to draft the questionnaire to governments in respect to the application of the Recommendation. Particular concerns which WCOTP hoped would be taken into account relate to teacher preparation, employment of qualified teachers, and the undesirability of revising the Recommendation. The emphasis should be put on its application. Although observers were not permitted to attend the meeting of the Committee of Experts, WCOTP Special Assistant L.H. Horace Perera met with many of its members and a press release was issued to inform WCOTP members. The full report was later sent to all members.

A nine-member delegation of WCOTP attended the 66th International Labour Conference held in Geneva from June 4 to 25, 1980. Special Assistant Kléber Viélot addressed a plenary session on the Director General's Report.

On various occasions WCOTP has submitted to the ILO Committee on Freedom of Association complaints on behalf of teachers'organizations. These are described below under "Crisis Situations".

European Communities

In addition to meetings between WCOTP Secretariat members and officials of the Directorate-General for Research, Science and Education of the Commission of the European Communities, a consultation was held January 16 in Brussels at EC headquarters for representatives of WCOTP member organizations in EC countries, plus the Chairman and Secretary of the European Committee. Questions on the agenda included: the education of children of migrants, mobility and exchange of teachers, and the recognition of teachers' qualifications. WCOTP has undertaken to make a study on European studies in schools with the financial participation of the EC. On December 10 and 11 a meeting, organized by Vivan Storlund, Special Assistant, was held in Brussels of representatives from WCOTP member organizations in EC countries to consider this subject. On May 4, a meeting of the drafting group of the working group on European studies in schools was held in Copenhagen to finalize the text of a recommendation on this subject to be presented to the European Conference in October. Members of the drafting group are: Yves Eveno, Jørgen Schulz, and Raymond Thomasson.

Council of Europe

In addition to participation in meetings of the Council of Europe (see list below, Representation at International and National Meetings) and visits by WCOTP officials to the headquarters of the Council in Strasbourg, work has commenced on the study on Preparation for Life. The basis for this project will be the recommendations on preparation for life in society, for working life and for preparation for cultural life which were approved by the European Conference in Malta. Members of the working group, which met in London February 13-14, are: Francis Cammaerts, Jean Daubard, Lars Goran Nilsson, John Perry and Jean Petite. This work was coordinated by Vivan Storlund.

Organization for Economic Cooperation and Development

The second OECD-WCOTP exchange of views held in January is described above in the section on Seminars and Conferences. Substantial documentation was prepared and sent to participants in this meeting. In addition to this event, members of the WCOTP Secretariat met with officials at OECD headquarters to discuss future cooperation including in particular the meeting of Education Ministers planned for September which will focus on the work of OECD in regard to in-service education.

RELATIONS WITH INTERNATIONAL NON-GOVERNMENTAL BODIES

On September 24, 1979 a meeting of delegations from the European Trade Union Confederation, WCOTP, the World Confederation of Teachers, the International Federation of Free Teachers' Unions and the European Teacher Trade Union Committee was convened in Brussels at ETUC headquarters. A summary record of the meeting was presented to the WCOTP European Committee meeting in November in Malta. The European Conference adopted a resolution concerning relations with the European Trade Union Confederation and this was sent to the Secretary General of the ETUC in December. It concerned the negotiations for the establishment of an industry committee for teachers recognized by the ETUC. On December 6 and 7 and April 10-11, John Pollock, a member of the European Committee, and Vivan Storlund, Special Assistant, attended ETUC Meetings on Education and Training which were held in Brussels.

The European Teachers' Trade Union Committee held its assembly in Birmingham, England, October 8-10 and Lars Erik Klason, Chairman of WCOTP's European Committee, and Tom Gilmore of the Irish National Teachers' Organization attended on behalf of WCOTP.

WCOTP, the International Federation of Free Teachers' Unions (IFFTU), the World Confederation of Teachers (WCT) and the World Federation of Teachers' Unions (FISE) had agreed to sponsor jointly an International Meeting on "Education and Technology" to be held in Helsinki at the end of June 1981. This was agreed by the four organizations at a meeting convened by the Nordic Teachers' Council (NLS), in Copenhagen on November 6 and 7. They first evaluated the results of the earlier joint meeting held in Copenhagen in November 1977 on "Teacher Education in Europe" and agreed that it had been a success. As was done for the 1977 meeting, each of the four would invite its European member organizations to participate in the Helsinki meeting. On January 29 and 30, 1980, a preparatory meeting of the four internationals was held in Helsinki at which it was decided that the dates for the 1981 meeting would be June 29 to July 1 (meetings on June 29, 30 and July 1) at a hotel outside Helsinki with the interpretation in English, French, German and Russian. The topic to be discussed was divided into four sub-sections as follows:

a) Comprehension of the influence of technology on everyday life (WCT)
b) Employment problems related to technological development (IFFTU)
c) Educational training for technological occupations (FISE)
d) Use of technology in educational programmes (WCOTP)

It was also decided that the next preparatory meeting would be held at the site of the meeting near Helsinki April 29 and 30, 1980. However, in early April, IFFTU announced that it could not continue the cooperation because of the situation in Afghanistan and FISE's defence of the position of the Soviet Union. FISE stated that it has not taken any position in regard to the presence of Soviet troops in Afghanistan. Efforts to find a solution to this situation continue and a further report will be given at the 1980 Assembly.

In pursuance of the Executive Committee decision to hold bilateral meetings with officers of each of the other three international teachers' organizations, WCOTP President Motofumi Makieda, accompanied by Executive Committee member Jens Erik Madsen and Secretary General John M. Thompson met with the President and Secretary General of the International Federation of Free Teachers' Unions, Erich Frister and André Braconier, in Frankfurt on December 7. The two organizations agreed to recommend to their respective Executive Committees that:

a) a meeting of the six representatives of each organization should be held to discuss relations with ILO and OECD and to consider the possibilities for joint action in respect of relations with these two bodies;

b) a study on the application of public service laws in respect of teachers should be carried out by two experts, one named by WCOTP and one by IFFTU; the study would be reviewed at the projected meeting of the 12 representatives;

c) information should be exchanged between the secretariats of the two organizations in respect of their regional programmes to avoid unnecessary duplication of effort and to see if greater coordination of activities at the regional level would be possible.

Mr. Makieda noted that there were many areas of common concern to WCOTP and IFFTU and expressed the hope that the conversations in Frankfurt would lead to closer relations between the two bodies in the years ahead.

On March 6 President Makieda met in Morges with representatives of the World Confederation of Teachers: Coen Damen, its Secretary General, and Louis van Beneden, the Treasurer. WCT and WCOTP have cooperated in recent years, together with the International Federation of Free Teachers' Unions and the World Federation of Teachers' Unions in the preparation of joint papers for the biennial Unesco/IBE International Conference on Education. Close links have been established also at the European level in

respect of relations between teachers' organizations and the European Trade Union Confederation and the Commission of the European Communities. At the March 6 meeting it was agreed to promote closer relations in other fields and especially:

a) to study possibilities for closer cocperation in activities related to the work of ILO and, in particular, the projected 1981 programme of the ILO related to teachers' conditions of service, and

b) to exchange information on regional programmes of the two organizations to see where closer links might be possible.

Mr. Makieda was accompanied by WCOTP Executive Committee member Jens Erik Madsen, Secretary General John M. Thompson, Deputy Secretary General Marc-Alain Berberat and Special Assistant Vivan Storlund.

On December 8, President Makieda met in Geneva with a delegation of the World Federation of Teachers' Unions headed by its President, Lesturuge Ariyawansa, Vice-President Gérard Montant, Secretary General Daniel Retureau and Secretary Rudolf Tägtmayer. Mr. Makieda was accompanied by Jens Erik Madsen, John M. Thompson, Marc-Alain Berberat and Special Assistants Kléber Vielot and L.H. Horace Perera. Agreement was reached on three areas:

a) Relations with Unesco and the possibilities for effective joint action by international teachers' organizations vis-à-vis Unesco to present a united front on matters of common concern

b) Promotion of the European Meeting in Helsinki in June 1981 on "Education and Technology"

c) Exchange of information in respect of the programmes of the two bodies to increase understanding of their respective activities.

President Makieda noted the differences in philosophy which exist between WCOTP and FISE resulting in areas in which cooperation was possible and others in which it would be difficult to work without affecting the independent image which WCOTP has maintained. WCOTP recognized that there were divisions in the international teachers' world and sought to bridge these divisions whenever it was possible as a step toward its ultimate goal of one world teachers' organization.

The All Africa Teachers' Organization cooperated with WCOTP in sponsoring the International Conference on Teachers and Educational Change held in Kampala, Uganda, in May. The AATO has been contracted by WCOTP to carry out the West African evaluation of the Institute for Teacher Organization Development held early in 1979 in the Gambia.

The Confederation has continued its cooperation with the Confederación de Educadores Americanos (CEA) and has planned to coordinate its efforts with the CEA toward assisting colleagues in El Salvador.

CONSTITUENT FEDERATIONS

The joint meeting of WCOTP and the Constituent Federations which was called for by the Executive Committee was held in Paris on May 29. The procedure with regard to affiliation of organizations to WCOTP and to IFTA and FIPESO was discussed and an agreement was drawn up which will be presented to the governing bodies of the three organizations.

The International Federation of Secondary Teachers (FIPESO) held its 1980 congress in Dublin from July 28 to August 1, 1980 with the theme "The Secondary School Community and How It Can prepare Young People for Their Future in Society". WCOTP was represented at this meeting by Vivan Storlund, Special Assistant.

The International Federation of Teachers' Associations (IFTA) convened its Annual congress in Abidjan from 14-17 July 1980. The two themes under discussion were "Environment Education" and "The Teacher's Role in Life-long Education". WCOTP was represented by its Secretary General John M. Thompson and Kléber Viélot, Special Assistant.

CRISIS SITUATIONS

In response to an appeal in September 1979 from the Federación de Trabajadores de la Enseñanza (FETE-UGT) of Spain, the Confederation sent cables to the Spanish Ministers of Interior and of Education urging the release of Pedro Talaven, a member of FETE who was detained as a result of syndical activities. In May, at the request of FETE, WCOTP sent a cable to the Minister of Education of Spain appealing to the Government to pay complementary salaries owed to Spanish teachers working with migrant workers' children in several European countries.

To follow up on the expressions of concern for teachers in Nicaragua the Secretary General sent a letter to all members in September informing them of the participation of teachers in the newly installed government in Nicaragua. The Asociación Nacional de Educadores de Nicaragua (ANDEN) was asked by the government to prepare draft plans for a completely revised education system following 40 years of rule by the Somoza family. WCOTP provided emergency assistance to the organization and its President, Bruno Gallardo, attended the WCOTP Institute for Teacher Organization

Development in San José, Costa Rica, in August.

The New Jersey Education Association, an associate member of WCOTP in the United States, at its November 1978 convention adopted a resolution calling on WCOTP "to investigate the abridgement of the rights of workers in the public sector in the U.S., to issue reports and publicize the findings and to assist in whatever ways possible in a resolution of this crisis". This came about as a result of repressive actions against teachers in New Jersey and in several other school districts in the U.S. The National Education Association endorsed this request to WCOTP. From October 11 to 21, 1979, WCOTP Secretary General John M. Thompson visited the NEA in Washington and the NJEA in Trenton. For the period October 17 to 21, WCOTP Vice President James W. Killeen visited Washington for discussions with NEA officials regarding WCOTP action in support of the NEA, the NJEA and other state organizations concerned. There were teacher-school board conflicts in Ohio (Brunswick and South Point), Indiana (Marion), Massachusetts (Franklin), Connecticut (Bridgeport) and Tennessee (Memphis). A full report was made and sent to the WCOTP Executive and member organizations. It covers the situation in New Jersey and the other school districts mentioned, all in states where collective bargaining is practiced but strike action is forbidden. Now the NJEA is seeking state legislation permitting strike action by teachers (and implicitly by other public employees) in defined circumstances, with due regard to public safety. To quote from the report, "They are doing so not only because of the justification of the right itself as an accepted employee's right but also in the belief that 'no strike' legislation does not achieve its intended goal: it delays negotiations, provokes conflict and exacerbates labor relations."

The Greek Secondary School Teachers asked WCOTP in October 1979 to send an observer to a trial on October 23 in an Athens court of its former President and former General Secretary, plus four officers of two other teachers' organizations, for industrial action they had taken in May 1979. The charge against the teachers was that they had not strictly followed the procedures required by legislation concerning trade union activities. Although the Greek Constitution provides the right to strike, this right is almost nullified through too restrictive regulations, both in the public and the private sector, which make almost any industrial action a breach of the legislation. In this case the teachers proved that they had acted in accordance with the rules and were found not guilty. WCOTP Special Assistant Vivan Sturlund attended the trial and the following day she was received by the Vice-Minister of Education to whom she presented a statement agreed upon by WCOTP, IFTA and FIPESO. It declared that the situation in Greece

is in violation of the right to industrial action as expressed in the Constitution as well as in violation of the ILO Conventions to which Greece has adhered and also against the ILO/Unesco Recommendation Concerning the Status of Teachers.

The Bangladesh Federation of Teachers' Association appealed to WCOTP for support in November at the time of the Asian Regional Conference in Tokyo. In 1978 the BFTA had presented a "charter of demands" to the government which included the formulation and implementation of uniform service rules, pay scales, and proper recognition of the status of teachers as outlined in the Unesco/ILO Recommendation. A written agreement promising uniform service rules and pay scales by March and June 1979 was negotiated but never implemented and 130,000 teachers in non-government colleges, schools and madrasas went on a two-day token strike in November. WCOTP President Makieda and the Secretary General sent a cable to the President of Bangladesh expressing solidarity with the teachers and asking him to intervene to persuade the Ministry of Education to fulfil its commitments. Following receipt of the cable, the President convened a meeting of government Ministers and teachers' representatives to discuss improvements in their situation.

Executive Committee member José Ernesto Fuentes went to El Salvador in December to follow up on the earlier assistance given by WCOTP to the Asociación Nacional de Educadores Salvadoreños (ANDES 21 de Junio). He addressed a mass gathering of teachers and education officials who were on strike for salary increases and other improvements in their conditions of work. Mr. Fuentes reaffirmed the support of WCOTP for the struggle of ANDES in respect of a trade union platform for 1980. He was later invited to join the ANDES delegation when it was received by the Minister of Education. The agenda covered freedom from detention of teacher leaders, legal provisions for aid to incapacitated teachers and restitution of property to ANDES. The Minister was generally receptive to the proposition put to him and agreed that the teachers' house should be returned to ANDES. Unfortunately the Minister subsequently resigned from the Junta Nacional in disagreement with his colleagues over government policies. On behalf of WCOTP Mr. Fuentes handed over to ANDES a check for economic assistance to the families of six teachers assassinated in 1979.

Earlier, in September the Secretariat sent a cable to the President of El Salvador expressing WCOTP's great concern at the assassination of two more teachers in September. Again, in January, a cable was sent seeking the release of five teachers who

were imprisoned.

In April, after further news of teachers who disappeared or were assassinated was received from ANDES 21 de Junio, the Confederation wrote a letter to the Junta del Gobierno appealing to them to take steps to bring stability and respect for law to the country and to provide opportunity for the exercise of the basic human rights for all citizens. The letter said, "It is particularly important that these freedoms and rights should be accorded to teachers so that they can maintain their proper role within society in order to foster the democratic way of life, the only basis on which the welfare of the people can be assured."

In response to an appeal in December from the National Education Association of the United States with regard to the holding of US Embassy personnel as hostage in Teheran, the Secretary General sent a letter to all members transmitting to them the desire of the NEA for letters or telegrams to be sent to the Embassy of Iran in Washington and to the Iranian Mission at the United Nations demanding the immediate release of all the hostages. The NEA appeal was made "in the interests of world peace and to preserve due respect for international law".

Many member organisations have been concerned about the situation of teachers in Peru and the Secretariat issued an appeal to members in December to exert pressure on the government of Peru by means of cables to the President of the Republic or the Peruvian Embassies. The campaign is for the release of detained teachers, as described in the 1979 Annual Report, the reinstatement of those who were dismissed, the fulfillment of the agreement between the Government and the teachers in 1978 and the continuation of constructive dialogue with the Sindicato Unico de Trabajadores en la Educacion del Peru (SUTEP). In addition, the Secretary General sent a cable to the President of Peru just before Christmas appealing for the release of prisoners and the opening of a new dialogue with the teachers.

Replies were received from the International Labour Organization concerning the WCOTP complaints submitted to the Committee on Freedom of Association on behalf of the Antigua Union of Teachers and the St. Vincent Union of Teachers. In the case of Antigua, the government had replied to the allegations and the Committee studied the case in November 1979 and concluded that it "calls for no further examination on its part". The WCOTP Secretary General wrote to the ILO expressing the regret that the Committee placed too much importance on the single issue of Juno Samuel's transfer and not enough on the retirement of union

leaders by the government from the education service "in the public interest". He felt it was a definite act of anti-union discrimination.

In the St. Vincent case, the Committee decided to consider it at its next session because of the situation arising from the fact that St. Vincent became an independent state on 27 October 1979. No action has been taken by the ILO since that time on the grounds that St. Vincent is not a member of ILO.

The Confederation associated itself in a complaint lodged with the ILO by the International Federation of Free Teachers' Unions (IFFTU) on behalf of the Movement of United Teachers of Malta. The complaint was in respect of breaches of Conventions 87 and 98. WCOTP has been in constant contact with the MUT to follow up on the 1978 resolution supporting them.

In response to the appeal for aid in the reconstruction programme undertaken by the Uganda Teachers' Association which was made in the press release of August 6, 1979, WCOTP affiliates contributed SwF. 20,000. The purchase of office equipment and supplies for the UTA were handled in cooperation with WCOTP Executive Committee member Ambrose A. Adongo in Nairobi. Assistant Secretary Raymond J. Smyke was given the receipted accounts for purchases made by the UTA. In conveying these, John Kisaka, General Secretary of the UTA, said, "The Uganda Teachers' Association wishes to assure all who contributed that full value was received and accountability given for the assistance. The Teachers as well as the Ministry of Education thank WCOTP for this generous and prompt response to an extremely critical situation". The inter-African conference held in Uganda in May 1980 is described above under "Seminars and Conferences".

The National Union of Teachers and Office Workers (NATOW) of the Philippines appealed to WCOTP to demonstrate support for an amendment to Article 244 of the Philippine Labour Code which was passed by Parliament but which needed the signature of President Marcos. According to the Labour Code workers in non-profit organizations could not join or form a union unless they were members of a labour union before or at the time the Code came into force. Teachers in private schools and colleges are considered to be in this category. Many WCOTP members supported NATOW and the amendment was passed and signed by President Marcos in May, thus allowing private school teachers to join or form a union.

At the request of the Confederação dos Professôres do Brasil (CPB), WCOTP joined in the National Day of Solidarity which the

CPB organized on March 27, 1980 in protest against the continued refusal of the Government of Brazil to cancel a decree issued the previous August which stopped the work of three teachers' organizations: The União de Professôres do Rio de Janeiro, a member of CPB, and two other State organizations. These organizations had held two strikes in 1979 with a view to putting pressure on the State Government to improve the conditions of service of teachers in the State. Cables were sent to the President of the Republic, the Minister of Justice and the Governor of the State of Rio de Janeiro. The WCOTP Secretary General was in Rio de Janeiro on May 6 and was interviewed on television, radio and press in respect of the situation. In addition WCOTP requested its members to send messages to the Government to rescind the decree and permit the teachers' organizations of the State of Rio de Janeiro to operate freely as provided by ILO Conventions 87 and 98.

Again at the request of the CPB, WCOTP cabled the Governor of the State of Minas Gerais in May protesting at the punitive measures taken against striking teachers and urging dialogue to resolve their problems. The Secretary General spoke also on this issue at the Rio de Janeiro TV, radio and press interviews.

In May the Confederation expressed its deep concern to the President of Afghanistan at reports of killing and wounding of schoolchildren in Kabul, allegedly by Soviet soldiers. It requested fullest possible information on the situation so that member organizations could be informed. A cable requesting information regarding these reports was sent also to the Union of Educational and Scientific Workers of the USSR.

WCOTP member organizations in the Republic of Korea and the Republic of South Africa were asked for information on the impact of reported actions involving schools and students in their respective countries.

AREAS OF SPECIAL INTEREST

Women in Education

With a view to determining the present situation of women in education and its evolution since the publicizing of the WCOTP Policy Statement on Women in Education adopted by the 1978 Assembly the Executive Committee sent a questionnaire to members. The responses will be used as a basis for the discussion scheduled during the 1980 Assembly. It endeavours to get a picture of the current status of women within the school, within teachers' organizations, and within society. In addition, member organizations

were alerted to the holding of the United Nations Conference on the Decade for Women held in Copenhagen in July 1980 and were urged to see that places for their members were procured on the governmental delegations to the conference, in addition to attendance at the concurrent NGO Forum. WCOTP was represented by Jens Erik Madsen, Executive Committee member; Helen Anderson of New Zealand; Helga Stene of Norway; and Vivan Storlund of the Secretariat.

Teachers' Organizations and the Preparation of Teachers

In furtherance of the work on teacher education outlined above in paragraph (m) of Part I, the European Committee initiated a working group to provide a description of the situation in Europe. Marc-Alain Berberat, Deputy Secretary General, convened further meetings of the working group, one of which was open to all the member organizations in Europe. A paper was prepared as a departure for discussion at the special plenary session during the 1980 Assembly on teacher organizations and the preparation of teachers. The worldwide work in this field will be considered region by region; at the Caribbean Workshop held in Jamaica in April and the conference on Teachers and Educational Change which took place in Uganda in May, Mr. Berberat made preliminary investigations into the form the work will take in regions other than Europe. These are presented in the Assembly working paper. The 1982 Assembly to be held in Montreux, Switzerland, will have a theme related to teacher education and the recommendations prepared by the 1980 Assembly along with others in the coming two-year period will form the background preparation for the Montreux Assembly.

Education for Peace

A special plenary session at the 1980 Assembly will be devoted to the subject "Education for Peace". At its meeting in March the WCOTP Executive Committee noted that only two replies had been received with regard to the paper on Education for Peace which had been mailed to members last year. It was felt that this was not representative of the views of the members, several of whom were known to be much concerned with this subject. At the same time, it was recognized that this subject is believed by many members to overlap other subjects for study such as the 1980 theme "Education and Development". It was thus agreed by the Executive that the subject called for discussion at the Assembly. In addition, WCOTP sent two persons as full participants in the Unesco World Congress on Disarmament Education held in Paris in June: André Drubay, Secretary General of the

International Federation of Secondary Teachers (FIPESO) and Robert Harris, Consultant on Special Projects.

Assemblies

The 1980 Assembly of Delegates, being held in Brasilia, Brazil, August 4 to 9, was organized in cooperation with the Confederação dos Professôres do Brasil. The theme study on "Education and Development" includes 40 replies from members in 35 countries. The synthesis was prepared by Alf F. Wilshire, WCOTP Executive Committee member from England and Wales.

The 1982 Assembly will be held in Montreux, Switzerland, from August 7 to 13. Joint host organizations for the conference are the Schweizerischer Lehrerverein, the Société pédagogique de la Suisse romande and the Société suisse des professeurs de l'enseignement secondaire of Switzerland. The theme will be concerned with teacher education.

CONSULTATION WITH MEMBERS AND FIELD REPRESENTATION

WCOTP President Motofumi Makieda delivered the inaugural address at the Eighth WCOTP Conference of Teacher Organizations in the Asian Region which took place in Tokyo from 12 to 16 November 1979 with the Japan Teachers' Union acting as hosts. In December Mr. Makieda travelled to Frankfort to meet with representatives of the International Federation of Free Teachers' Unions (IFFTU) on December 7 and to Geneva to meet with the representatives of the World Federation of Teachers' Unions (FISE) on December 8. These meetings were the first to be held in pursuance of the agreement to convene bilateral meetings with each of other three international teachers' unions. Following these meetings Mr. Makieda visited teachers' organizations in the Ivory Coast, Liberia and Kenya. In Abidjan and Monrovia he met with members of the Executive Committees of the Syndicat National de l'Enseignement Primaire Public de Côte d'Ivoire and the National Teachers' Association of Liberia, respectively. In the Ivory Coast he met also with the Executive of the Union Générale des Travailleurs de Côte d'Ivoire. In Mombasa, Kenya, Mr. Makieda attended the National Congress of the Kenya National Union of Teachers at which he made a major address on December 13. In January Mr. Makieda met with a representative of the Chinese Teachers' Trade Union in Kochi City, Japan. On March 6 Mr. Makieda met in Morges with representatives of the World Confederation of Teachers, the third in the series of bilateral meetings with international teachers' unions.

Thereza Nororha Carvalho, Vice President, represented the Confederation at the Assembly of Delegates of the Confederação dos Professôres do Brasil held in Brasilia January 9-16. Also in Brasilia and throughout the year Miss Carvalho has worked on arrangements for the 1980 WCOTP Assembly. In June Miss Carvalho travelled to Buenos Aires to meet with Uruguayan teachers in exile.

Vice President, James H. Killeen went to Washington D.C. October 17-21 for discussions with officials of the National Education Association regarding WCOTP action in support of the NEA and its state organizations concerned with abridgement of the rights of teachers as public employees. (This question is explained in the section "Crisis Situations".) On the same visit, Mr. Killeen worked on preparations for the WCOTP/CTF/NEA transborder conferences. In November he went to Ottawa, also to plan for the transborder conferences. January 17 and 18, Mr. Killeen served as chairman at the second OECD-WCOTP Exchange of Views organized by WCOTP in Paris. Following this meeting, he went to Morges where he chaired the Meeting on Bilateral and Multilateral Cooperation, January 20 and 21. In April Mr. Killeen participated in the Caribbean Workshop held in Jamaica and in July he represented WCOTP at the annual representative assembly of the National Education Association of the United States which took place in Los Angeles from the 3rd to 6th. Mr. Killeen also represented the Confederation at the Canadian Teachers' Federation general meeting in New Brunswick July 15-18.

Wilhelm Ebert, Immediate Past President, took part in the joint meeting of WCOTP and the Constitutent Federations which was held in Paris on May 29. Executive Committee member Ambrose Adongo served on the organizing committee and took part in the conference on "Teachers and Educational Change" which was held in Kampala, Uganda, in May. Basyuni Suriamiharja participated in the Seventh Conference of Teachers' Organizations in the Asian Region in November in Tokyo. Jean Daubard worked at the meeting of the sub-committee on the structure of European cooperation which was held in Paris May 30. In June he represented the Confederation at the Unesco Meeting of Experts on Incorporation of Science and Technology in Primary School Curriculum which was held in Paris from the 23 to 27. Mr. Daubard was one of the WCOTP representatives to attend the first meeting of the Education Committee of the European Parliament in Strasbourg. José Ernesto Fuentes represented the Confederation at the annual congress of the Asociación National de Educadores of Costa Rica which met in San José October 3-6, 1979. Later in October Mr. Fuentes addressed the national seminar of the Colegio Profesional "Superación Magisterial" Hondureño (COLPROSUMAH) which convened

in Tegucigalpa. Mr. Fuentes attended the Unesco Regional Seminar of Environmental Education for Latin America and the Caribbean which met October 29 to November 9 in San José. In December he represented WCOTP at another Unesco conference: the Regional Conference of Ministers of Education and Economic Planning in Latin America and the Caribbean in Mexico City. In Honduras Mr. Fuentes attended the congress of COLPROSUMAH in Siguatepeque addressing the participants on the subject of WCOTP, at the invitation of the Colegio. He proceeded to San Salvador and on December 17 spoke to a mass gathering of teachers and education officials who were on strike for salary increases and other improvements in their conditions of work. Mr. Fuentes organized the Summit Meeting of Educators of Cental America and the Caribbean which was held in Managua Nicagaragua in June to consider action to be taken to aid the teacher of El Salvador. A.A. O. Ezenwa travelled to Kampala, Uganda, to attend the conference on "Teachers and Education Change" which was held there in May. A.W.S. Hutchings represented WCOTP at the Unesco expert meeting on special education held in Paris in October. Mr. Hutchings also took part in the consultation with the European Communties January 16 in Brussels. Jens Erik Madsen, in addition to participating in meetings of the European Committee and Conference, was a member of the WCOTP delegation meeting in Copenhagen November 6 and 7 with the delegations from the International Federation of Free Teachers' Unions, the World Confederation of Teachers', and the World Federation of Teachers' Unions. In December, Mr.Madsen took part in the meeting with representatives of the International Federation of Free Teachers' Unions in Frankfort and in the meeting in Geneva with the World Federation of Teachers' Unions. In January he attended the EC consultation in Brussels and on January 29 and 30, Mr.Madsen was in Helsinki to attend the first preparatory committee meeting of representatives of the four international teachers' organizations to plan for the 1981 meeting. Mr.Madsen was a member of the WCOTP delegation which met with representatives of the World Confederation of Teachers on March 6 in Morges. On May 29 he took part in the joint meeting of WCOTP and the Constituent Federations which was held in Paris, and in July he represented WCOTP at the World Conference of the UN Decade for Women in Copenhagen. John Smith travelled to Tokyo in November to take part in the Seventh Conference of Teachers' Organizations in the Asian Region. En route to Tokyo, he visited teachers' organizations in Thailand and Hong Kong. Alf Wilshire participated in the consultation with the European Communities January 16 in Brussels.

The Secretary General, John M. Thompson, went to Brussels September 24 to attend a meeting of delegations from the European Trade Union Confederation, WCOTP, the World Confederation of

of Teachers, the International Federation of Free Teachers' Unions and the European Teacher Trade Union Committee. From October 11 to 21 Mr. Thompson visited the National Education Association of the United States in Washington D.C. and the New Jersey Education Association, with headquarters in Trenton. (The purpose of this visit is described in the section "Crisis Situations".) At this time he also discussed plans for the WCOTP/CTF/NEA trans-border conferences. From Washington Mr. Thompson continued to the Caribbean where he visited, in company with Norman Goble Secretary General of the Canadian Teachers' Federation, teachers organizations in Barbados, Antigua, Jamaica, St. Lucia, St. Vincent Trinidad and Guyana. November 6 and 7 Mr. Thompson was in Copenhagen to attend the meeting of the four international teacher organizations. Later in the month he took part in the Seventh Conference of Teachers' Organizations in the Asian Region. This was followed by attendance at the European Conference in Malta. Then Mr. Thompson went to Stockholm as a guest at the annual congress of the Sveriges Lärarförbund. On December 7 he took part in the meeting with representatives of the International Federation of Free Teachers' Unions in Frankfort and on December 8 he was a member of the WCOTP delegation which met with representatives of the World Federation of Teachers' Unions. In January Mr. Thompson went to Brussels for the meeting of the European Committee on the 15th and the consultation with the European Communities the 16th. January 17 and 18 he went to Paris for the OECD-WCOTP Exchange of views. From January 25 to 28, Mr. Thompson was in Kochi City, Japan, for the 29th National Assembly for Educational Research of the Japan Teachers' Union. When in Kochi City, he and President Makieda met with a representative of the Chinese Teachers' Trade Union. Following this he visited teacher organizations in Seoul, Taipei, Hong Kong, and Singapore. In February Mr. Thompson attended the WCOTP Institute for Teacher Organization Development Principal Training Programme in Colombo, Sri Lanka. At the end of March he was a guest of the Secondary Heads Association conference on education and Europe in Oxford, England, immediately followed by the congress of the Syndicat National de l'Enseignement Technique in Lille, France. From April 7 to 13 the Secretary General participated in the Caribbean Workshop held in Kingston, Jamaica. At the end of April he travelled to the Ivory Coast, Togo and Nigeria. In Port Harcourt Nigeria, he attended the Executive Council meeting of the Nigeria Union of Teachers. From May 2 to 7 Mr. Thompson was in Brazil where he assisted in the preparations for the 1980 Assembly. In Rio de Janeiro he was interviewed on television and radio in connection with the labour situation of teachers in Rio and Minas Gerais. On the return from this trip, Mr. Thompson went to Madrid to meet with teacher organization leaders there. He also

attended a Federal Council meeting of the Federacion de Trabajadores de la Enseñanza. On May 29 and 30 Mr. Thompson took part in the joint meeting with the Constituent Federations and the meeting of the sub-committee on the structure of European cooperation, both in Paris. Early in June Mr. Thompson met in Geneva with representatives of the LO/TCO of Sweden to discuss the evaluation of the programmes within the framework of the Institute for Teacher Organization Development. On June 16 and 17, Mr. Thompson was a guest at the congress of the Svenska Facklärarförbundet in Stockholm. This was preceded by a visit to WCOTP member organizations in Iceland. On June 19, Mr. Thompson went with a WCOTP delegation to the first meeting with the Education Committee of the European Parliament in Strasbourg.

The Deputy Secretary General, Marc-Alain Berberat, attended the biennial congress of the Norsk Laererlag which was held in Molde, Norway, October 8-12. In November Mr. Berberat took part in the European Conference in Malta. During this period he visited the headquarters of the Council of Europe to discuss relations between the Council and WCOTP. In January Mr. Berberat organized the OECD-WCOTP Exchange of views held in Paris, and later in the month he represented the Confederation at the Congress of the Fédération de l'Education Nationale in Toulouse, France. On February 12 and 13, Mr. Berberat was in London where he organized the meeting of the working group on teacher education. Later in February he went to the United Nations International Centre in Vienna to an orientation meeting for non-governmental organizations. From April 7 to 13, Mr. Berberat attended the Caribbean Workshop in Kingston, Jamaica where he spoke on the teacher as a professional in Switzerland. Included in this trip were visits to the United States and Canada where Mr. Berberat met with officers of the National Education Association in Washington D.C. and the Canadian Teachers' Federation in Ottawa. At the beginning of May Mr. Berberat went to Kampala, Uganda, to work at the conference on "Teachers and Educational Change", followed by a visit in Nairobi to the offices of the Kenya National Union of Teachers. From May 19-23, Mr. Berberat attended a Unesco meeting of experts on goals for mathematics education in Paris and the following week he attended the European Liaison Committee meeting of the International Association of University Professors and Lecturers, also in Paris. In June he travelled to Sofia, Bulgaria, for the Unesco third conference of Ministers of Education in the European Region.

Assistant Secretary Raymond J. Smyke met in November with representatives of the LO/TCO of Sweden regarding the work of the Institute for Teacher Organization Development. In most of

December and January Mr. Smyke worked in southern Africa, directing the Southern Africa Regional Conference in Mauritius and the BTU Women's Training Programme in Botswana. From December 26 to 29 he was a guest at the Botswana Teachers' Union annual general conference in Kanye, Botswana. In Johannesburg Mr. Smyke met with officials of the African Teachers' Association of South Africa to evaluate the Mauritius Conference and to prepare with Secretary General H.H. Dlamlenze an ATASA credit union scheme. This was a topic at the ATASA 58th Annual General Conference held in Port Elizabeth. In Nairobi he visited the Kenya National Union of Teachers headquarters. Plans for the WCOTP/UTA/AATO conference in Kampala, Uganda, were made with Executive Committee member Ambrose Adongo, John Kisaka, Secretary General of the Uganda Teachers' Association, and Mathew Okot, Assistant Secretary. On two occasions Mr. Smyke went to England to confer with officers of the National Union of Teachers concerning arrangement for a training programme to be held next year for members of the Nigeria Union of Teachers at Stoke Rocheford. At the end of April he returned to Uganda to work at the conference organized in Kampala May 5 to 9. At the beginning of June Mr. Smyke went to Ottawa to participate in the orientation programmes for Project Overseas conducted by the Canadian Teachers' Federation.

L.H.Horace Perera, Special Assistant for Asia, travelled four times to Asia during this period. From August 24 to October 6 he visited Bangkok, Kuala Lumpur, Singapore, Jakarta, Manila and Taiwan to exchange ideas with teachers, officers of curriculum departments, the staff of teacher training colleges and faculties of education, and student teachers on practical measures for international understanding, cooperation, peace and human rights. In November Mr. Perera worked in Tokyo at the Seventh Conference of Teachers' Organizations in the Asian Region. On December 8, he took part in the WCOTP-FISE meeting in Geneva. In January Mr. Perera visited Australia, New Zealand, Fiji, Malaysia and Sri Lanka to continue the study on international understanding. In Australia he was a guest at the annual conference of the Australian Teachers' Federation and in New Zealand he was invited to the Executive Committee meeting of the New Zealand Educational Institute. In Kuala Lumpur, he continued coordinating arrangements with Aloysius Mathews, Sub-Regional Assistant, for the Institute for Teacher Organization Development programme held in Colombo in February. Mr. Perera remained in Asia to work at the programme in Colombo and then went to Dacca, Bangladesh where he visited teachers organizations and attended a conference of secondary school teachers. From May 24 to June 22 Mr. Perera visited member organizations in India, the Philippines, Hong Kong, Singapore, Thailand and Sri Lanka.

Kléber Viélot, Special Assistant for Africa, took part in the Seventh Conference of Teachers' Organizations in the Asian Region in November and also visited member organizations in Japan and the Philippines. On December 8 he attended the WCOTP-FISE meeting in Geneva. On January 17 and 18, Mr. Viélot attended the symposium of the Syndicat National des Instituteurs of France on "Le Rythme de la Vie" in Paris. In February Mr. Viélot travelled to West Africa visiting teachers' organizations in Zaire, Togo, Ivory Coast, Niger, Mali and Senegal. In Abidjan, he assisted with the preparations for the seminar to be held there July 5-12, in cooperation with the Syndicat National de l'Enseignement Primaire Public de Côte d'Ivoire, the International Federation of Teachers' Associations and the Canadian Teachers' Federation. At the end of April Mr. Viélot attended a joint seminar of the Société Pédagogique de la Suisse Romande and the Schweizerischer Lehrerverein in Chexbres, Switzerland. On May 29, he took part in the joint meeting with the Constituent Federations in Paris. During the month of June Mr. Viélot attended the International Labour Conference in Geneva. He spoke on behalf of WCOTP during a plenary session on the Report of the Director General.

Vivan Storlund, Special Assistant, attended the ETUC/WCOTP/WCT/IFFTU/ETTUC meeting held in Brussels on September 24. Later in September she represented the Confederation at the NGO-JUNIC meetings on women in development and on primary health care in Geneva. From October 2 to 6 in San Marino she attended the Unesco preparatory meeting for the third Conference of Ministers of Education of the European region. Later in October she visited the Council of Europe to discuss relations between the Council and WCOTP and to attend two meetings: one on human rights and the other on the future of European cooperation. Later, in Geneva, Miss Storlund represented the Confederation at the UN Regional Conference for National NGOs and the 3rd European Regional ILO Conference. From October 21 to 24 she was in Athens to attend the trial of Greek teachers. (This is described under "Crisis Situations".) On October 30 to November 1, Miss Storlund attended the congress of the Danmarks Laererforening in Copenhagen. November 6 and 7 she was in Copenhagen to participate in the meetings with IFFTU, WCT and FISE. Later in November she worked at the meetings of the European Committee and Conference in Malta. This was followed by her attendance on the 29th and 30th at a meeting of the European Cultural Foundation on employment and changing patterns of life in The Hague. On December 6 and 7 Miss Storlund took part in the ETUC meeting on education and teaching held in Brussels. Also in Brussels, on December 10 and 11, she organized the working group meeting on European studies in schools. Then in Paris, Miss Storlund attended the Unesco conference of states for the adoption of a convention on the

recognition of diplomas in higher education in Europe. In January she attended the European Committee meeting on the 16th in Brussels, followed by the EC consultation. Then she proceeded to Paris for the OECD-WCOTP Exhange of views. On January 29 and 30, Miss Storlund was in Helsinki to attend the first preparatory committee meeting of representatives of the four international teachers' organizations. Early in February Miss Storlund attended a consultation of international NGOs on the promotion of language teaching of less taught languages organized by the Hungarian National Commission for Unesco in Budapest. On February 13 and 14 she organized a meeting of the WCOTP working group on preparation for life in London. Miss Storlund was in Paris March 22 to participate in the meeting of the European Committee. This was followed by her attendance at the national study congress of the Syndicat National des Enseignements de second degré in Clermont-Ferrand France. On April 10 and 11, Miss Storlund attended the European Trade Union Committee meeting on education and training in Brussels. Immediately thereafter she travelled to East Berlin for the Unesco symposium on problems of transition from technical and vocational schools to work. On May 14, Miss Storlund organized in Copenhagen a meeting of the working group on European studies in schools. At the end of May she attended the joint meeting with the Constituent Federations and the meeting of the sub-committee on the structure of European cooperation in Paris. In June Miss Storlund participated in the International Labour Conference in Geneva as a member of the WCOTP delegation. On June 19 she went to Strasbourg to the WCOTP meeting with the Education Committee of the European Parliament. From June 23 to 27 she attended the World Forum of INGOs meeting in Brussels and in the latter half of July Miss Storlund was one of the WCOTP representatives at the World Conference of the UN Decade for Women in Copenhagen.

Fernando Hernandez Diaz, Consultant for the Americas, assisted in the planning of the Summit Meeting of Educators of Central America and the Caribbean for aid to El Salvador and attended the sessions in Managua, Nicaragua, June 13 and 14.

WCOTP REPRESENTATION AT INTERNATIONAL AND NATIONAL MEETINGS

Following is a list of the meetings to which WCOTP sent observers and/or participants, depending upon the type of meeting concerned. The name of the person follows the title of each meeting.

Unesco NGO Standing Committee, Bureau, 4 September 1979, Paris, R. Harris

Organization of American States 10th annual meeting of Inter-American Council for Education, Science and Culture, 6-14 September 1979, Bridgetown, Barbados. J. Cumberbatch, B. Griffith

Unesco Expert meeting on education of migrant workers and families Europe, North Africa and others interested, 10-13 September 1979, Paris. M.T. Duval

Unesco NGO Standing Committee, 2nd meeting, 17-19 September 1979, Paris. R. Harris

Unesco NGO working group on education for disarmament and peace, 19 September, Paris. A. Drubay

Council of Europe meeting on education of migrant workers' children, 24-28 September 1979, Donaueschingen, Fed. Rep. Germany. R. Victor

NGO-Joint UN Information Committee meeting on women in development 28 September 1979, Geneva. V. Storlund

Bangladesh College Teachers' Association annual conference, 29 September - 1 October 1979, Dacca. L.H.H. Perera

European Communities-Council of Europe seminar on promoting provisions for access to training of young people to facilitate transition from school to professional life, 1-5 October 1979, Kassel, Fed. Rep. Germany. T. Driver

Unesco preparatory meeting, 3rd conference of Ministers of Education of European region, 2-6 October 1979, San Marino. V. Storlund

Asociacion Nacional de Educadores de Costa Rica congress, 3-6 October 1979, San José. J.E. Fuentes

All India Primary Teachers' Federation conference, 5-7 October, 1979, Patna. S. Mani

International congress of children of Fourth World, 6-7 October, 1979, Paris. E. Boucherant

European Teachers Trade Union Committee general assembly, 8-10 October 1979, Birmingham. L.E.Klason, T.Gilmore

Norges Laererlag biennial congress, 8-12 October 1979, Molde. M.A. Berberat

Council of Europe seminar on modern language teaching, 8-12 October 1979, Donaueschingen, Fed.Rep. Germany. B.Chapuis

World Federation of United Nations Associations assembly, 8-13 October 1979, Barcelona. R.Harris

Council of Europe sectoralmeeting on human rights, 9 October 1979, Strasbourg. V. Storlund

Council of Europe and future of European cooperation, 9 October 1979, Strasbourg. V. Storlund

Danmarks Laererforening congress, 30 October - 1 November 1979, Copenhagen. V.Storlund

Unesco expert meeting on special education, 15-20 October 1979, Paris. A.W.S.Hutchings

United Nations regional conference for national NGOs, 16-18 October 1979, Geneva. V.Storlund

Third European regional ILO conference, 16-25 October 1979, Geneva. V.Storlund

Colegio Profesional Superación Magisterial Hondureño national seminar, 17-19 October 1979, Tegucigalpa. J.E.Fuentes

Unesco NGO Standing Committee, Bureau 29 October 1979, Paris. R.Harris

Unesco regional seminar on environmental education for Latin America and Caribbean, 29 October - 9 November 1979, San José. J.E.Fuentes

Verband Bildung und Erziehung assembly, 2-4 November 1979, Mainz. J.E.Madsen

International Federation of Teachers' Associations, Executive meeting, 6 November 1979, Paris. K.Viêlot

Sindicato dos Professôres (Lisbon) seminar on teacher education, 9-19 November 1979, Lisbon. T.Rehula

Unesco conference of experts to draft convention on recognition of studies, diplomas in higher education, Asia, Oceania, 12-16 November 1979, New Delhi. G.Chaurasia

Sveriges Lärarförbund congress, 26-29 November 1979, Stockholm J.M.Thompson

European Cultural Foundation seminar on employment and changing patterns of life, 29-30 November 1979, The Hague. V.Storlund

Council of Europe cooperation in Europe since 1945 as presented in history books, 3-7 December 1979, Braunsweig. R.Thomasson

Unesco Standing Committee preparatory working group for collective consultation on education for disarmament and peace, 5 December 1979, Paris. A.Drubay

European Trade Union Confederation meeting on education and training, 6-7 December 1979, Brussels. J.Pollock, V.Storlund

Unesco regional conference of ministers of education and economic planning in Latin America and Caribbean, 4-13 December 1979, Mexico City. J.E.Fuentes

Colegio Profesional Superación Magisterial Hondureño XVIII congress. 12-14 Decemeer 1979, Siguatepeque. J.E. Fuentes

Kenya National Union of Teachers annual conference, 13-15 December, 1979, Mombasa. M.Makieda

Council of Europe conference on young child in European society in the '80s, 17-20 December 1979, Strasbourg. U.Löfgren, M.Leloup

Unesco conference for adoption of convention on recognition of diplomas in higher education in Europe, 17-22 December 1979, Paris. V.Storlund

Botswana Teachers Union annual conference, 26-29 December 1979, Gaborone. R.J. Smyke

Australian Teachers' Federation annual conference, 7-11 January 1980, Brisbane. L.H.H.Perera

Confederação dos Professôres do Brasil Assembly of Delegates, 9-16 January 1980, Brasilia. T.N. Carvalho

New Zealand Educational Institute Executive meeting, 14-21 January 14-21 January 1980. L.H.H.Perera

Unesco NGO collective consultation on education for disarmament and peace, 14-16 January 1980, Paris. A.Drubay, R.Harris

Japan Teachers' Union 29th national assembly for educational research, 25-28 January 1980, Kochi City. J.M.Thompson

Fédération Nationale de l'Education congress, 28-31 January 1980, Toulouse, M.A.Berberat

Syndicat National des Instituteurs symposium on "Le Rythme de la Vie", 17-18 January 1980, Paris. K.Viélot

Unesco NGO Working Group on IYC, 29 January 1980, Paris. E. Boucherant

Council of Europe meeting of NGOs on preparation for life, 29 January 1980, Strasbourg. A.Drubay

Council of Europe meeting of NGOs interested in human rights, 31 January 1980, Strasbourg. A.Drubay

Commonwealth regional seminar on universal primary education in Africa, 4-15 February 1980, Maseru, Lesotho. O.M.Seheri

Hungarian National Commission for Unesco consultation of international non-governmental organisations on promotion of language teaching of less taught languages, 5-8 February 1980, Budapest. V.Storlund

Orientation to the UN Vienna International Centre, 22 February 1980, Vienna. M.A.Berberat

Unesco regional meeting of experts on physical education and sport, 25-29 February 1980, Dakar. M.Sall

Special NGO committee on disarmament, 4-5 March 1980, Geneva. R.Harris

Unesco NGO Standing Committee Executive Board meeting, 6-7 March 1980, Paris. R.Harris

Unesco NGO Standing Committee meeting, 17, 20 March 1980, Paris R.Harris

Secondary Heads Association conference on education and Europe, 23-25 March 1980, Oxford. J.M.Thompson

Syndicat National de l'Enseignement Technique congress, 25-28 March 1980, Lille. J.M.Thompson

Syndicat National des Enseignements de second cegré, 26-28 March 1980, Clermont-Ferrand. V.Storlund

Second European Conference on Environment Education, 29 March - 2 April 1980, Berne. R.J.Smyke

European Trade Union Committee meeting on education and training 10-11 April 1980, Brussels. J.Pollock, V.Storlund

Unesco symposium on problems of transition from technical and vocational schools to work, 14-18 April 1980, East Berlin. V.Storlund

National Teachers' Association of Zimbabwe annual conference 24-25 April 1980, Salisbury. H.Malaba

Nigeria Union of Teachers National Executive Council meeting, 26 April 1980, Port Harcourt. J.M.Thompson

Council of Europe meeting of NGOs interested in human rights questions, 24 April 1980, Strasbourg. A.Drubay

Société pédagogique de la Suisse romande/Schweizerischer Lehrerverein seminar, 25-27 April 1980, Chexbres. K.Viêlot

Confederação dos Professôres do Brasil Administrative Council meeting, 4-5 May 1980, Brasilia. J.M.Thompson

Federación de Trabajadores de la Enseñanza Executive Council meeting, 10 May 1980, Madrid. J.M.Thompson, V.Storlund

European Communities seminar on positive discrimination and compensatory education of disadvantaged groups in secondary education, 5-9 May 1980, Noordwijk. R.J.Roefs

NGO/IYC plenary session, 15-16 May 1980, New York. E.Fulton

Unesco expert meeting on goals for mathematics education, 19-23 May 1980, Paris. M.A.Berberat

International Association of University Professors and Lecturers European Liaison Committee meeting, 29-30 May 1980, Paris. M.A.Berberat

Syndicat National des Instituteurs study session, 5-6 June 1980, Paris. L.Urben

66th Session International Labour Conference, 4-25 June 1980, Geneva. K.Viêlot, J.M.Thompson, V.Storlund, A.Drubay, M.A.Berberat, J.J.Maspéro, A.Rochat, J.Heuzard, H.Anderson

Unesco World Congress on Disarmament Education, 9-13 June 1980, Paris. A.Drubay, R.Harris

Unesco Third Conference of Ministers of Education, European region 12-21 June 1980. M.A.Berberat.

Svenska Facklärarförbundet congress, 16-17 June 1980, Stockholm. J.M.Thompson

Unesco regional training course for those responsible for education of women in rural areas in Latin America and Caribbean, 16-28 June 1980, Michoacán, Mexico. M.C.Ponismansky

International Reading Association-Unesco meeting on promotion of reading in Africa, 17-20 June 1980, Yaoundé. F.Barbey

Unesco meeting of experts on incorporation of science and technology in primary school curriculum, 23-27 June 1980, Paris, J.Daubard

World Forum of INGOs, 23-27 June 1980, Brussels. V.Storlund

Greek Secondary School Teachers' Federation congress,
25-30 June 1980. A.Drubay
Academy for Educational Development and Research first congress,
27-29 June 1980, Munich. M.A.Berberat
Centrale de l'Enseignement du Québec, 25-30 June 1980
Unesco regional symposium on the right to education,
30 June - 4 July 1980, Dakar. N.Beye
National Education Association representative assembly,
3-6 July 1980, Los Angeles. J.Killeen
Unesco Symposium on problem of evolution of content of education
in next two decades, 7-11 July 1980, Paris. T.Bediako,
J.Petite, H.Anderson
International Federation of Teachers' Associations congress,
14-17 July 1980, Abidjan. M.Gevrey, J.M.Thompson, K.Viêlot
Conference of UN Decade for Women and NGO Forum, 14-30 July 1980,
Copenhagen, J.E.Madsen, V.Storlund, H.Anderson, H.Stene
Canadian Teachers' Federation general meeting, 15-18 July 1980,
New Brunswick. J.Killeen
International Federation for Home Economics congress,
21-26 July 1980, Manila. T.Mondero
International Federation of Secondary Teachers congress,
28 July - 1 August 1980, Dublin. V.Storlund

Resolutions

Resolution relating to the 1980 Theme

EDUCATION AND DEVELOPMENT

Preamble

The relationship between education and development has been an ongoing concern of WCOTP since the founding of the organization in 1952.

The WCOTP constitution states that: "Education is a vital element in all aspects of social development".

The 1956 Assembly declared that:"Teachers are amongst the strongest and most potent forces in the world in promoting the well-being of society in all areas, whether urban, rural, industrialized or economically underdeveloped".

Subsequent Assemblies called for:

- action by international organizations to promote quality education
- bilateral and multilateral agreements of cooperation for development
- greatly increased efforts on the part of all nations to overcome the problems of hunger, poverty, illiteracy and economic disparity.

The theme of the 1976 Assembly "Education for a global community" reflected "The concerns of all teachers and their professional organizations to achieve through the educational process a world that is more humane, more equitable, more balanced socially and economically...".

This concept of education for a global community, a concept of mutual responsibility in an interdependent world, provides the foundation for education for and about development.

The 1980 Assembly notes, however, that the likelihood of attaining these goals is receding rather than growing. It deplores

the increasing frequency of instances in which teachers are being prevented from exercising their historic mission, sometimes under threat of measures which go as far as imprisonment, torture and even execution. It notes with dismay that in many countries the material resources attributed to education are diminishing, despite the evident need for substantial increase. It calls upon all governments to recognize that these tendencies are clearly inimical to development and must in the end lead to decay and to self-destruction.

A. GOALS AND ISSUES

The concept of development must not be limited to purely economic dimensions but must include social considerations - food, health, living conditions and employment - and the whole dimension of cultural and spiritual self-realization embracing creativity, quality of life, respect for self and others, and the rights of all people.

From this point of view it is necessary to provide education systems which enable every person to develop his or her full potential as an individual human being and as a member of society. This requires the achievement of literacy for all people, primary and secondary education for all students, regardless of social, racial, economic, physical or psychological difference, as well as equal opportunities for access to post-secondary and tertiary education.

Education has a major role in developing not only the economy but also the social life and cohesion of a nation, and in safeguarding and developing its cultural heritage.

Education provides one of the bases for a just and equitable social order, for democratic participation by citizens in development decisions, and for the creation of original models of development based on the needs of a country as perceived by its own citizens.

Education is a vital prerequisite for evaluating the benefits of technology, for ensuring that those benefits are available to all sectors of society and for the development of skills appropriate to national and local community needs, including the needs of rural as well as urban communities.

Yet, although education is a vital element in all these aspects of social development, the current reality facing a large proportion of humanity is one of unacceptable poverty, of illiteracy of restricted access to primary education, and of further diminish-

ing access to secondary, post-secondary and tertiary education.

All people have the responsibility to work to overcome the national and international economic disparities which underlie this contemporary reality.

To this end, education should aim to prepare students to understand the interdependence of nations, based upon the concept of a global community, and must be aimed at the understanding of political processes and the preservation of human rights and fundamental freedoms.

Such education requires a balanced and comprehensive approach must prepare students for change and must be non-elitist in character.

In order to accomplish the many tasks expected of teachers, adequate facilities, equipment and resources must be made available to them. This includes such items as desks, proper sanitary conditions, libraries, textbooks, paper, writing implements, etc. It also includes the need for a lower pupil-teacher ratio in order to provide for quality education and for a manageable task for the teacher.

B. THE ROLE OF THE INDIVIDUAL TEACHER IN EDUCATION AND DEVELOPMENT

The successful implementation of any educational programme is dependent on the abilities and understanding of each and every individual teacher. To be successful in any school, teachers must have a sympathy for and commitment to the programme of work being introduced within the classroom. Teachers must also have the understanding and support of the community in which they work. The initial and continuing education of the teacher must be designed to foster:

a. a high degree of personal skills and knowledge
b. the faculty of critical awareness and thinking
c. the ability to act with tolerance and without bias towards opinions of pupils differing from their own personal opinion.

In order to achieve a successful and purposeful programme, teachers should be encouraged

d. to develop a true partnership and understanding among parents, school and community through discussions and purposeful involvement,

e. to capitalize on curricular and extra-curricular activities in order to bring about an understanding by the children of their own culture and heritage as well as that of other nations in order to achieve an understanding of other people's needs and aspirations,

f. to develop a flexibility in teaching methods and approach so that programmes can adequately meet the needs of the pupils and the community

g. to make positive use of cultural diversities within the classroom and society,

h. to make the fullest possible use of available resources including films, visiting speakers, class or school visits, and programmes such as the UNESCO Associated Schools Project,

i. to encourage pupils to engage in activities such as correspondence with pupils in other communities and nations.

These activities on the part of the teacher must be facilitated by the educational authorities through the organization of student and teacher exchange programmes as well as other opportunities for cultural interchange.

C. THE ROLE OF NATIONAL TEACHERS' ORGANISATIONS IN EDUCATION AND DEVELOPMENT

The assembly calls on teacher organisations to assume a special responsibility in fostering the cause of education and development.

In order to promote education and development, teachers' organisations should:

a. continue to work in close cooperation with other teacher organisations at the international as well as at the regional level,

b. seek to persuade national governments to promote the concept of education and development at the international level,

c. facilitate individual and group student and teacher exchanges with other countries,

d. stand prepared to praise progressive government actions and to criticize those government actions which are not conducive to the sound development of the individual, the community and the nation,

e. develop flexible patterns of policy-making and procedures which would enable the organisations to react promptly and

positively when such action is required,

f. generate short-term as well as long-range modes of planning,

g. promote independence and national culture,

h. work to ensure complete professional freedom for all of its members,

i. promote the full implementation of the Recommendation Concerning the Status of Teachers as adopted by the special Intergovernmental Conference on the Status of Teachers held in Paris, October 5, 1966.

Teachers' organisations, in order to cause specific changes in curriculum and in teacher education programmes, should:

j. give high priority to bringing about the inclusion in the curriculum of themes germane to education and development - appropriate to the level of student maturity and to student readiness - and integrated with already existing subjects and courses of study,

k. influence those who are responsible for initial teacher education programmes, as well as programmes of continuing teacher education, including content related to education and development,

l. encourage the circulation and publicity of adequate information relating to education and development,

m. in those nations where is little or no involvement in the development and implementation of curriculum, strive for the meaningful involvement of all teachers, especially as it relates to the study of education and development,

n. work to ensure that curriculum is scientifically objective and free from bias and prejudice,

o. seek adequate time for teachers to be involved in curriculum development and generate ways and means for teachers to secure the necessary expertise,

p. press for the effective implementation of curriculum,

q. strive to achieve a greater unity of purpose within the teaching profession, by working in a determined manner towards the establishment of one organization of teachers in each country.

(It is noted that this aspect of the 1980 theme will be explored in detail at the 1982 WCOTP Assembly when that Assembly discusses its theme, "Teacher Education - A Continuing Process").

D. THE ROLE OF WCOTP IN EDUCATION AND DEVELOPMENT

Recognizing that differences in the level of economic development of nations are increasing, and that these differences constitute a great threat to world peace and to the quality of life, WCOTP should energetically advocate an early, effective and equitable reform of the international economic order, and should make information on this topic available to its member organisations.

WCOTP should also:

a. assist in the building of strong teacher organisations capable of resisting development which is not consistent with the objectives set out in the preamble of this resolution.

b. encourage United Nations agencies to produce a resource kit for teaching about education and development,

c. stress the importance of education and development to governments, international agencies, non-governmental organisations as well as public and private organisations.

d. stimulate research, seminars and discussions on education and development with the object of providing nationally appropriate guidelines for formal and informal programmes relative to development.

e. create an awareness of the need for aid to developing countries on a multi-lateral as well as bilateral basis, filling the needs of the receiving countries and with no strings attached,

f. make available to all member organisations information on education and development, curriculum materials and examples of good practice and research,

g. prepare a paper based on these resolutions and present it to the special session of the United Nations General Assembly in September 1980 dealing with a new international development strategy, and, in addition, request that governments pay special attention in their deliberations to the role of education in development,

It is to be noted that in the UNESCO draft programme and budget for 1981-83, a major proportion of UNESCO's activities are to be devoted to development projects related to education and that the programme also includes the study and planning of development. The WCOTP Assembly therefore recommends that:

h. UNESCO be requested to undertake a specific study on the contribution of education to development,

i. WCOTP urge national member organizations to make representations to their respective national UNESCO delegations to support such an initiative at the forthcoming UNESCO General Conference.

It is further noted that because provisions exist in the UNESCO draft programme and budget for 1981-83 for literacy campaigns, population education and integrated rural development projects at national levels, this 28th Assembly of WCOTP recommends that:

WCOTP and all interested national member organizations explore the possibility of conducting such projects in cooperation with UNESCO.

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NON-THEME RESOLUTIONS

RECOMMENDATION CONCERNING THE STATUS OF TEACHERS

A. The 28th Assembly of Delegates of WCOTP, meeting in Brasilia, August 4-9, 1980, having examined the present situation regarding the Unesco/ILO Recommendation on the Status of Teachers together with reports from the ILO on Conditions of Work for Teachers;

Endorses the need for all teacher organisations to intervene with governments, and inform WCOTP of the outcome, in respect of reporting to the Committee of Experts on the Application of the Joint ILO/Unesco Recommendation Concerning the Status of Teachers;

Urges all teacher organisations to negotiate some form of instrument binding their national governments to formalise the various rights contained in the Recommendation Concerning the Status of Teachers;

Reaffirms the opposition of WCOTP to any moves to weaken the Recommendation Concerning the Status of Teachers;

B.

Considers that if a Recommendation on Collective Bargaining is adopted by ILO, it should not restrict the rights of the public service compared with other workers, as was suggested during discussions at the ILO Conference 1980;

Believes that teachers should join with other workers in the public sector when negotiating and defending all union rights to collective bargaining.

C.

Welcomes the holding of the forthcoming Joint Meeting on the Conditions of Work of Teachers;

Recommends that within the context of the suggested agenda of that meeting, the workers' representatives should press for the right of teachers to establish negotiating instruments within which to make agreements concerning conditions of work.

D.

Resolves that WCOTP should be involved actively in all discussions and activities concerning both the Recommendation Concerning the Status of Teachers, and the proposed Recommendation Concerning the Promotion of Collective Bargaining, together with the Joint Meeting on Conditions of Work of Teachers.

RESOLUTION CONCERNING CUTS IN EDUCATION EXPENDITURE

The 28th Assembly of Delegates of WCOTP, meeting in Brasilia, August 4-9, 1980:

- having accepted the role of education in development and the necessity for a substantial financial commitment by governments to education,
- notes with great concern that decisions to cut expenditure on education are being taken by a great number of governments,
- believes that these actions pose a major threat to the quality of education,
- deplores the serious consequences for the future of our children and young people,
- expresses deep concern about the negative effects on the life and work of teachers as well as on their employment prospects and careers, and
- endorses the important initiatives taken by member organisations to oppose these dangerous cutbacks.

This WCOTP Assembly affirms its support for these initiatives by member organisations and mandates the Executive Committee to

determine ways and means for their coordination in order to develop effective strategies which are appropriate, nationally and internationally, and which are designed to generate adequate funding for quality education.

RESOLUTION ON WOMEN IN EDUCATION

I. INTRODUCTION

The 28th Assembly of Delegates of WCOTP meeting in Brasilia from 4 to 9 August 1980, confirms the "Declaration of Policy on Women in Education" approved in Jakarta in 1978.

Considering that Education be it formal or non-formal, reproduces too often cultural stereotypes and patterns of sexist behaviour, so producing the unequal opportunities which exist between men and women, the Assembly asserts the necessity for prompt action in the following three aspects:
A. Within the School Setting; B. Within our Organisations; C. Within the Society.

A. Within the School Setting

1. Select textbooks (new and replacements) that do not stereotype men and women.

2. Career counselling that channels women into non-traditional employment.

3. Teachers promote equal access to all educational programmes.

4. Encourage family life education to be taught to boys and girls within the school curriculum.

5. Teachers develop a critical awareness to enable students to distinguish and analyze stereotypes.

B. Within our Organisations

(a) WCOTP should:

1. Request its members to submit the names of women capable of undertaking leadership tasks and that the Executive should take account of these submissions when WCOTP assignments are made for conducting seminars, committees, and other activities.

2. Set as its desired goal equal representation of men and women on WCOTP internal committees.

3. Encourage each country to implement a minimum of one programme listed under the topic heading "The Role of Teacher Organisations" in the official WCOTP policy statement on Women in Education which was adopted by the 1978 Assembly. Implementation should be prior to the 1982 Assembly. A progress report to highlight the activities should be completed for the 1982 Assembly.

4. Coordinate the dissemination of information with regard to efforts made by its members to counter the effects of stereotyping in curricula and curricular materials. This could be done in Echo or a separate publication.

5. Set an example for the elimination of sex discrimination by eliminating sexist language from all future official WCOTP documents and publications.

6. Encourage member organisations to promote training facilities which facilitate the participation of women in organizational elections.

7. Investigate the possibility of cooperating with Unesco's programme on women in education.

8. Set an example when meeting with other organizational contacts by using and encouraging them to use non-sexist language, and to involve and respect women.

(b) Within the countries WCOTP should encourage the following:

1. Provision of specific opportunities for the discussion of educational problems and conditions of employment that specifically affect women.

2. Approach to governments in regard to seeking a form of commitment to non-sexist education with provisions for appropriate resources.

3. Conduct of an educational women's leadership training conference for the purpose of encouraging training, and involving women in our organizations. Funds and child care should be provided to insure that all women will have the opportunity to attend.

4. As leaders and members, practice setting an example of the importance of all human beings by our use of language and the respect we show for our colleagues. The desired goal is a change of attitude.

5. Intervention with the government to ensure the ratification of the United Nations convention on the elimination of all forms of discrimination against women.

C. Within the Society

1. Work to eliminate the exploitation of women or their image in advertising by contacting directly those who control the mass media.

2. Encourage the attitude of a shared responsibility of care and upbringing of children. Parents are men and women.

3. Claim for all people equal rights to participate in the social and political life and in the work force.

4. Because economic factors control society, address ourselves to those that directly affect women in order to eliminate discrimination and to establish a new economic order.

OECD-WCOTP RELATIONSHIP

The 28th Assembly of Delegates of WCOTP, meeting in Brasilia, August 4-9, 1980 requests that WCOTP should:

1. Take all the necessary action to establish regular and continuing formal relations with OECD.

2. Request members who are affiliated with a national trade union federation to make every effort to obtain a seat on their country's trade union delegation to the TUAC.

3. Review its and its members' existing research and publication capacity with a view to developing a comprehensive and coordinated programme of information and research dissemination.

4. Establish a mechanism for informing its members of concerns with regard to OECD policy and operation and WCOTP request its members to communicate concerns about OECD operations as they occur.

5. Call on its members actively to oppose government policies which subordinate education and education funding to economic goals.

6. Express its concern about the extent and rate of growth of youth unemployment, repudiate attempts to hold schools responsible for unemployment and urge members to maintain a vigilant attitude to government attempts to distort school curricula as a means of

disguising the shortage of jobs.

7. Initiate a systematic review of OECD education and relevant economic policy with a view to:

(a) developing a critique of the policies;

(b) identifying areas of conflict between avowed policy, commitments and practices of member governments.

8. Express its concern about any aspects of OECD activity. In particular, members' attention is drawn to:

(a) OECD encouragement of cut-backs in public sector funding;

(b) OECD acceptance of a pool of unemployment as a legitimate tool for dealing with inflation;

(c) OECD education committees' failure to accept as realistic the provisions of the ILO/UNESCO Recommendation on the Status of Teachers;

(d) OECD representation of teaching as excessively labour-intensive;

(e) OECD complicity in the failure of member governments to implement the agreed statement by OECD education ministers (1978-79) because of cut-backs in government funding;

(f) the development in some OECD countries of the growth of corporate profits and the use of those profits for labour-replacing technology.

RESOLUTION REGARDING POLITICAL ACTION AND HUMAN RIGHTS

The 28th Assembly of Delegates of WCOTP, meeting in Brasilia, August 4-9, 1980 determines:

That with regard to WCOTP's existing policy with regard to political action and defense of human rights (see 1978 Report on Activities presented at the 1978 Assembly) "exceptional circumstances" should be dealt with as follows:

1. Specific action resolutions regarding "exceptional circumstances" shall be accepted for discussion providing a majority of delegates at an Assembly or a majority of members of the Executive Committee agree to the discussion of such resolution(s).

2. Specific action resolutions regarding "exceptional circumstances" shall, after discussion, require: (a) 2/3 majority of

those voting at the Assembly or 2/3 of Executive Committee members - either at a meeting of the Executive Committee or by a regularly conducted postal vote of the Executive Committee.

3. The Secretariat shall not act under the exceptional circumstances provision of this policy.

FREEING OF HOSTAGES

The 28th Assembly of Delegates of WCOTP, meeting in Brasilia, August 4-9, 1980 affirms that world peace must be a goal of all teachers' organisations.

WCOTP has urged the peaceful resolution of all differences between states.

The Assembly views the holding of diplomatic hostages as a serious threat to peaceful relations amongst states. The Assembly further considers that the taking of hostages is not a means of settling disputes among states. Therefore, WCOTP urges its member organisations to request their governments to help secure the quick and safe release of the American hostages held in Iran and to act in the same spirit in other similar cases.

DEFENSE OF HUMAN RIGHTS

The 28th Assembly of Delegates of WCOTP, meeting in Brasilia, August 4-9, 1980

- worried about the evolution of the world situation, characterized by an increasing number of military interventions and more and more severe attacks on life and fundamental human rights; human beings having been murdered or deprived of freedom because of their opinions, their race, or their activities as citizens,

- believes that teachers have, because of their role, a particular responsibility in the education of humanity and the building of free and just societies.

- It expresses its willingness to exercise this responsibility under all circumstances.

- It solemnly recalls the right of all people to take charge of their future freely and condemns interventions by foreign armies which the world is now witnessing.

- It solemnly recalls, for every human being, the right to life, to education, to the exercise of all freedoms, individual and collective, the right to the free circulation of people and ideas, and asks WCOTP member organisations to intervene so that

these rights will be respected. It particularly expresses its solidarity and offers its aid to teachers' organisations and to their active members who are victims of arbitrary repression and to all teachers imprisoned or persecuted for wanting to teach liberty, democracy and peace.

TEACHERS' UNIONS AND TEACHERS' RIGHTS IN LATIN AMERICA

The 28th Assembly of Delegates of WCOTP, meeting in Brasilia, August 4-9, 1980.

Recognizes that many associations and teachers' unions in Latin America, especially those in Argentina, Chile, El Salvador, Colombia, Dominican Republic, Honduras, Peru and Uruguay are facing repression in the form of:

- deprivation, compulsory displacement of many thousands of teachers and discrimination in recruitment,

- personal and individual assaults particularly on trade union leaders who are imprisoned, tortured or assassinated,

- banning or limitations on the possibility of action by trade unions.

Approves the interventions of WCOTP in the cases of Argentina, Brazil, Chile, El Salvador, Guatemala, and Peru and its efforts to free imprisoned teachers;

Considers that the recent events in Bolivia constitute a brutal attack on fundamental rights and freedoms;

Authorizes the Executive Committee to intervene with these governments and press for the abandonment of their repressive policies, the re-establishment of democratic and trade union freedoms and the re-establishement of all rights of teachers deprived of posts and displaced by force;

Requests that WCOTP, with the objective of increasing the effectiveness of its interventions, urge other international teachers' organisations to act along similar lines;

Calls on all member organisations of WCOTP to support WCOTP action by taking direct action themselves to achieve these aims either when requested by WCOTP or in consultation with the national teachers' organisations in the countries concerned prior to taking action;

Calls also for a major effort from its member organisations to work for the ratification of the international covenants and conventions on human rights and for all governments to commit themselves to a sustained programme of action to achieve the elimination of poverty and economic exploitation, the preservation of the cultures of indigenous peoples, an end to all forms of racial discrimination and the upholding of the civil and political rights of all people.

EXECUTIVE REPORTING

The 28th Assembly of Delegates of WCOTP, meeting in Brasilia, August 4-9, 1980 determines that:

1. the Executive Committee of WCOTP may excuse a member from payment of a portion of the WCOTP fee. The Executive must report this decision to all members immediately and in this report shall state the reasons for the Executive Committee decision;

2. WCOTP shall distribute an Action Sheet to each member as soon as possible after each meeting of the Executive Committee describing the actions taken at these meetings.

UNIFICATION OF THE WORLD'S INTERNATIONAL TEACHERS' ORGANIZATIONS

The 28th Assembly of Delegates of WCOTP, meeting in Brasilia, August 4-9, 1980

1. Re-affirms its commitment to the eventual unification of all the international teachers organisations.

2. Recognising that the historic divisions in the international teacher movement will take time to overcome, WCOTP will work for the highest degree of contact and cooperation between the teachers internationals.

3. Such cooperation and contact will be governed by the following principles:

(1) that the interests and welfare of teachers, children and education be the prime consideration,

(2) that there should be no attempt to exclude or dominate on the part of any organisation or viewpoint,

(3) that there should be a search for common points of agreement and genuine attempts to learn from one another,

(4) that there should be the maximum degree of unity possible in relations with the international organisations.

4. The Assembly commends the WCOTP Executive Committee for its work in developing international teacher contacts and co-operation with FISE, IFFTU and WCT. The Assembly endorses an extension of this work.

5. Cooperation with other international teachers' organisations should be promoted with due regard for WCOTP's autonomy and its image as an independent political force.

SITUATION OF THE CENTRO DE PROFESSORES DO RIO DE JANEIRO

The 28th Assembly of Delegates of WCOTP, meeting in Brasilia August 4-9, 1980.

Considering the arbitrary legal proceedings which the Brazilian Government has taken to declare the Centro de Professôres do Rio de Janeiro illegal:

1. Approves the steps and interventions made by its Secretary General and Vice-President pleading for the revocation of the act; it also approves the initiatives taken by the national organisations in sending telegrams for this purpose to the Brazilian authorities;

2. Reiterates the necessity for WCOTP, through its officers, to increase pressure on the Brazilian authorities so that all obstacles to the work of the Centro de Professôres do Rio de Janeiro will be removed;

3. Reiterates the necessity for these interventions to be made through a wide campaign at the international level;

4. Appeals to the total membership of this Confederation to write again to the Brazilian authorities, specifically: the President of the Republic of Brazil, the Minister of Justice and the Governor of the State of Rio de Janeiro.

RIGHTS OF PUBLIC SERVICE WORKERS IN BRAZIL

The 28th Assembly of Delegates of WCOTP, meeting in Brasilia, August 4-9, 1980

Considering the discrimination which exists in regard to the public service workers of Brazil, of whom the teachers are the largest and most important group, urge that the following steps

be taken in the country, publicized before international bodies and requested of the Brazilian Government:

1. The right to form unions and to strike should be guaranteed to Brazilian public service workers;

2. The achievement of the same conditions of service as obtained for other workers.

WCOTP Programme

1981 - 1982

1. The Constitution of WCOTP lays down the goals of the Confederation. The Assembly of Delegates determines the policy. The programme of activities is designed to promote their realization and application within the framework of the budget as approved by the Assembly of Delegates. The programme makes clear the intentions of the Confederation in regard to the coming two-year period recognizing that each two-year period is not an end in itself: It is part of a continuing and on-going pattern of activities, with individual emphases in each period both in respect of regions and subjects of priority concern.

2. The programme as presented to the Assembly of Delegates establishes the overall pattern which is to be followed and indicates specific activities currently projected. However, the programme remains flexible in order that the Confederation may respond to the varying needs and desires of the individual members as time passes, to respond to crisis situations which cannot currently be forecast and to ensure that projects are promoted at the time most propitious for their maximum impact. Additions to and modifications of the programme are made to meet changing circumstances in accordance with the constitutional provisions and the policies as determined by the Assembly of Delegates and under the regular control of the Executive Committee.

3. Budgetary provision is made under various headings by the Executive Committee, on the advice of the Finance Committee, in accordance with the anticipated income which will accrue from membership dues and is kept under regular review in order to make necessary adjustments at the time of Finance and Executive committees meetings, in respect both of the current year and the year(s) ahead. Endeavours are also made, within the framework of the policies of the Confederation, to seek additional funds for activities which accord with the Constitution and policy of the Confederation and meet specific needs of the member organizations. Reports on the receipt and the use of such funds are contained in each Report of the Finance Committee as presented to the Assembly of Delegates.

4. Thus the programme endeavours to respond to the goals for the Confederation and the wishes of its members in the best way possible at any given time, bearing in mind the inevitable economic restraints.

INTERNATIONAL REPRESENTATION

5. Recognizing the growing importance of intergovernmental meetings, it is the goal of the Confederation to be represented at all such meetings at which matters relating to education or the conditions of service of teachers are discussed. Within this framework, WCOTP appoints representatives to attend the meetings organized by the United Nations and its specialized agencies or other bodies as well as those of regional intergovernmental bodies such as the European Communities, the Council of Europe, the Organization of American States, the Organization of African Unity, the South-East Asian Ministers of Education Secretariat, the Commonwealth Secretariat, etc. WCOTP will endeavour to be represented on all such occasions by people who are cognizant of the subject matter of the meeting, closely associated with their national teacher's organizations and WCOTP and experienced in international procedure in order to ensure that they have the maximum impact on the meeting.

6. WCOTP will cooperate with other non-governmental organizations both in the teaching field and in other areas of mutual concern. With other international teachers' organizations, in particular with the International Federation of Free Teachers' Unions (IFFTU), the World Federation of Teachers' Unions (FISE) and the World Confederation of Teachers (WCT), WCOTP will endeavour to promote joint cooperation in areas of mutual concern and direct relations with each of these three organizations in fields of specific and mutual interests. Initial emphases will be on the subjects specified in the reports on the 1979-1980 meetings with the three organizations which are reported in the Report on Activities presented by the Secretary General on behalf of the Executive Committee. Cooperation will be promoted on a regular basis with regional teachers' organizations, in particular the All Africa Teachers' Organization (AATO) and the Confederation of American Educators (CEA).

7. With other international non-governmental organizations, WCOTP will cooperate on those issues which are of direct mutual concern to the various organizations. The goal will be the promotion of common educational interest and the strengthening of the social role of teachers.

8. WCOTP will respond to invitations from member organizations to take part in national activities, hoping always that opportunity will be provided for explanation and clarification with regard to the work of the World Confederation and/or for the Confederation to make an international contribution to the specific issues being considered by the national organizations at particular meetings.

CLEARING HOUSE

9. WCOTP will serve as the centre for the coordination of the viewpoints of the national teachers' organizations on matters being considered by other international bodies such as the United Nations and its Specialized Agencies.

10. WCOTP will provide services to its member organizations on all educational issues and matters affecting teachers' conditions of service which are of concern to them at a particular time, either providing available information or seeking the needed information from national teachers' organizations.

RELATIONS WITH THE UNITED NATIONS

11. Within the framework of its relations with the United Nations and its specialized agencies and other bodies, the Confederation will focus its main attention on the work of Unesco, the International Labour Office (ILO) and UNICEF (United Nations Childrens' Fund). Active contacts will be maintained with other agencies in respect of specific programmes of mutual concern - with the Human Rights Commission, the Environment Programme etc.

12. With the Unesco and the ILO jointly emphasis will be placed on the application of the Recommendation Concerning the Status of Teachers. In particular the Confederation will seek from its members documentation on the various national situations which can be submitted for consideration by the Joint Experts' Committee in the course of the preparation of its 1981 Report on the implementation of the Recommendation. WCOTP will support the concept of further recommendations in regard to personnel in higher education and non-teaching personnel in schools but will oppose vigorously any attempt to revise the present Recommendation which might lead to a weakening of any of its provisions.

13. In respect of the Unesco programme which will be adopted at its General Conference in Belgrade in September-October 1980, covering the period 1981 to 1983, WCOTP will seek to cooperate on specific projects of concern to teachers with specific attention to those covering the Recommendation Concerning the Status of Teachers, teacher participation, education and technology, equality of opportunity, preparation for life in society, teacher education,

eradication of illiteracy, education for peace, disarmament and human rights, early childhood education, counselling, guidance and measurement of attainments, education of the handicapped and drug abuse.

Regular contact will be maintained with the Unesco Secretariat and with other members of the NGO Conference and Standing Committee of which WCOTP is currently Vice-Chairman. The Confederation will seek to improve the degree of involvement of NGOs in the work of the Organization especially at the professional or sectoral level.

14. In regard to relations with ILO, WCOTP will play an active role in the preparations for the 1981 joint meeting of representatives of the employers of teachers and teachers which will be concerned with teachers' conditions of service (nineteen representatives on each side). WCOTP will participate in the meeting along with representatives of other international teachers organizations with whom it will endeavour to hold joint discussions prior to the meeting. WCOTP will continue to make effective use of the ILO machinery for the study of breaches of ILO Conventions and will press for such machinery to be improved especially in regard to speed of action. The Confederation will participate actively in the 1981 and 1982 International Labour Conferences and will maintain regular relations with the ILO Office.

15. Cooperation with UNICEF will focus on concern for effective follow-up on the International Year of the Child and on the 1980 WCOTP theme study on "Education and Development."

PUBLICATIONS

16. WCOTP will keep its member organizations informed of activities of the Confederation by means of circular letters, and will seek cooperation of members in the preparation of international documentation such as the Assembly Theme Study.

17. WCOTP will issue news releases on major national and international events for the information of its member organizations and other institutions or persons such as educational journals, other national and international organizations and particular individuals. This service will be made as topical as possible but its basic goal will be regular information of importance to members rather than being specifically geared for press purposes. The cooperation of national members' publications in regard to the dissemination of this material will continue to be sought. WCOTP will prepare specific material for teachers'

journals and other publications to which it is invited to contribute.

18. For information to the wider public, WCOTP will continue to issue Echo quartely and will include in it material sent by member organizations or issued in the form of news releases plus other news with regard to international and national events which it is considered will be of assistance and interest to concerned individuals in the educational field.

19. WCOTP will issue reports of seminars organized on a regional, sub-regional or national basis in the language(s) in which the programme has taken place and will make these available to member organizations so they may reach a wider audience than that for which the programmes were specifically designed and can be used as reference materials by all member organizations in the development of their national programmes.

REGIONAL ACTIVITIES

20. Activities will be promoted for various regional groupings within the Confederation both on a geographical basis and on a specific interest basis which may be international or sub-regional. For example, WCOTP will continue its regular programmes of activities in the main continental areas as well as amongst the member organizations in countries associated with the OECD or the European Communities. Regional activities will take the forms of either international projects, national programmes supported by the Confederation, consultant services or bilateral projects. Specific programmes contemplated for the various continental areas are listed below but, as indicated earlier, they may be enlarged or modified in the light of changing circumstances and/or in the light of available additional financial resources.

AFRICA

21. This biennial programme is taking its lead from the very successful Institutes for Teacher Organization Development (ITOD) held in English and French-speaking Africa. Since inception of the Institute, at a pilot project in Choully, Switzerland in the summer of 1977, somme refinements have been built into the training process, but no structural changes were found necessary to be made even after rigorous evaluation. New evaluation techniques were devised to insure the integration of feed-back into future programme development. The steps in evaluation have included immediate post event testing plus on site interviews with the participants in their home countries within one year of the close of each ITOD.

22. Since 1970 WCOTP has held in Africa over 12 major events specifically for women members of teacher organizations. This is a significant achievement by any standard. Much credit is due to the WCOTP member organizations and other international bodies that have assisted. Now the need has arisen for a consolidation of this work. Although this effort lies outside of the framework of the United Nations Decade for Women (1976-1985), which it in fact pre-existed, it is in harmony with the overall philosophy of the Decade. It has been found, however, that teacher organizations must identify their own specific goals and construct the means for achieving these.

23. The effort toward consolidation comprises three specific aspects: (a) a review of the recommendations of the 12 meetings which have not yet been implemented; (b) informal consultations with teacher organization leaders both in and out of Africa; (c) securing of sufficient funds to carry out a large scale ITOD programme for women teachers over a period of three to five years covering both English and French-speaking Africa. WCOTP is preparing a project proposal for outside assistance to realize this latter goal.

24. There is a need to balance the essentially union nature of theITOD s with professional programmes. A conference similar to the one held in Kampala, Uganda, 4-10 May 1980 will be held for French-speaking Africa. In addition WCOTP will continue to carry out specialized programmes on family life education, counselling service on drug and alcohol education in schools, early childhood and music education and other professional topics.

25. Side by side with WCOTP's own programme, the extensive efforts in in-service training being carried out by the Canadian Teachers' Federation, the Swiss teacher cooperation and, most recently, member organizations in the Nordic countries will continue, with WCOTP furnishing support services and, when requested, administrative assistance.

26. The above efforts, presented in a thematic way, continue to follow the path of expanding assistance to teacher organizations in Africa while realizing the changing pattern of these needs and the new procedures that must be developed to respond thereto.

AMERICAS

27. The two main thrusts of the programme for the Americas will be on the protection and promotion of organizational and human rights and on the development of national teachers'

organizations. WCOTP will continue to defend the concept of organizational freedom in those countries where it is seriously menaced by dictatorial governments. The Confederation will support teachers' organizations in the defence of their right to exist, their right to express their views freely and without fear or favour and their right to defend the interests of their members. WCOTP will continue to involve member organizations in other areas in this action, giving particular attention to the outcome of the WCOTP seminar to be held in Rio de Janeiro immediately following the 1980 Assembly on the theme "Teachers and Human Rights".

28. Where teachers' organizations have the right to exist but are hampered in the effective operation of this right for historical or economic reasons, the Confederation will organize programmes on a national or regional basis to promote their development so that they are effectively able to exercise the rights accorded to them as independent national teachers' organizations.

29. Recognizing the particular problems which the CPB of Brazil faces due to the geographical and pluralistic nature of the national society, WCOTP will continue to support the CPB in its national development projects. Efforts will be made to seek funds other then those provided from the central budget of the Confederation in view of the large scale nature of the problems faced by the CPB.

30. WCOTP will continue to support regional cooperation within the Central American area and particularly to support those organizations which face serious political and economic problems, fostering their development through closer regional contacts and cooperation.

31. WCOTP will support the efforts of the teachers of Chile, Uruguay and other countries facing serious oppression, both to defend the interest of the teachers within the country and to support programmes on behalf of those who have been forced to leave their national territory. The Confederation will make every effort to fully inform its members throughout the world of the difficulties faced by the national teachers' organizations and the individual teachers in these particular situations.

32. WCOTP will support the organization of an Institute for Teacher Organization Development for the southern Latin American area to be held in Brazil in early 1981.

33. WCOTP will continue to foster inter-Caribbean cooperation amongst the national teachers' organizations, especially in the English-speaking areas, with a view to promoting their national development, whilst efforts will be made to assure direct links with each national body. Cooperation will be sought with the Caribbean Union of Teachers as a regional organization when it has resolved its current internal problems. WCOTP will be willing to serve in the solution of those problems if so desired by the organizations concerned.

34. WCOTP will organize a Caribbean regional project probably in the form of an organizational development workshop in 1981.

35. The Confederation will cooperate with the Canadian Teachers' Federation (CTF) and the United States National Education Association (NEA) in the organization of two North American Conferences on the theme "Education for the Eighties: the Universal Issues", to be held in May 1981 in Banff, Alberta and Philadelphia, Pennsylvania.

ASIA AND THE SOUTH PACIFIC

36. In the Asian and South Pacific regions WCOTP has 32 full members and six associate members, in 20 countries. They are spread over a vast region - from Iran to Fiji, from Japan to New Zealand.

37. From an organizational point of view, a number of outstanding problems can be identified. In the larger countries, even where transport and communication are good it is very expensive to ensure active participation by grass roots members in the programmes of the organization and in decision making. The problem is more difficult in those countries in the South Pacific which consist of a number of widely scattered islands. Closely related to this problem is the fact in about a third of the countries in which WCOTP has members, teachers' salaries are very poor. Consequently membership fees are fixed at a low level making it difficult, chiefly for financial reasons, to maintain a viable and active organization. In quite a few countries there are for various reasons a multiplicity of organizations, and the body which is an affiliate of WCOTP is note always representative of the ma.ority of teachers in that country. In addition to all these problems, there are countries in which the collective bargaining process does not seem to be encouraged, procedures for dispute settlement do not appear to be very effective, and the need to consult teachers in matters educational is not adequately recognized.

38. There is no doubt that much has been done in the past. Otherwise it is possible that quite a few organizations would not even be where they are today. Much more, however, remains to be done but can be done only with the selfless cooperation of the leadership of the organizations concerned and the appreciation by governments of the value of implementing fully the Unesco/ILO Recommendation Concerning the Status of Teachers.

39. In the coming two-year period continuing attention will be given to WCOTP's special programme in regard to India with the organization in 1981 of the Fifth and Sixth in the series of inter-state seminars and the first meeting of the approximately 50 leaders from state organizations who will by then have emerged from the series of inter-state seminars. The second meeting of this group will take place in 1982 when a thorough evaluation will be made of the whole process for the development of stronger inter-state relations within the Indian sub-continent. Throughout this period, the WCOTP Projects Office in India will be maintained and sustained by funds from the central budget of the Confederation and special fund-raising efforts.

40. Teacher organization development seminars will be organized on a national basis in Hong Kong and on a regional basis for the South-East Asian and South Pacific areas. A third in a series of Junior Leaders Workshops will be projected for the South and South-east Asian area. The sub-regional workshops will focus on "Teacher Training for the Unpredictable Future".

41. Main emphasis in the training field will be on the follow-up of the Institute for Teacher Organization Development projects which will have been held in 1980 together with a series of special programmes for the widely distributed local teachers' groups in Indonesia.

42. The Eighth Regional Conference of teacher organizations in Asia and the South Pacific will be held in New Zealand at the end of August 1981 and will be concerned with two principle themes - The Teacher and the Community and the Role of Women in Teachers' Organizations.

43. A national seminar on Family Life Education and National Development is planned for Bangladesh.

EUROPE

44. Cooperation amongst the national teacher's organizations is carried out within the framework of the European

Conference and through the European Committee. Cooperation has existed on an organized basis for over 60 years, especially within the ranks of primary and secondary school teachers and their respective constituent federations. The Confederation's direct involvement goes back to 1966 when the need for activities serving all teachers became increasingly apparent.

45. The close inter-governmental cooperation within Europe has promoted this structured cooperation among teachers' organizations in Europe, to enable an effective input in the work of the Council of Europe, the European Communities and in the regional work of other inter-governmental bodies in matters relating to education and socio-economic questions.

46. Regional cooperation in the trade union field has also increased with the foundation of the European Trade Union Confederation (ETUC). WCOTP has taken an active part in negotiations with other teacher bodies within the constituency of ETUC to provide a channel for its member organizations affiliated to trade union centres in membership of ETUC, through the creation of an industrial committee for the education sector.

47. To serve these ends the European Cooperation will be promoted in the following way:

a) regional seminars and working groups to study issues elaborated in the inter-governmental agencies when these questions are regarded as vital or of special interest to the teaching profession;

b) the European Conference to discuss European policy on the basis of the work of the seminars and working groups, to review relations with the inter-governmental bodies (on the same basis as the Confederation's relations with the inter-governmental bodies as outlined above) and to advise the Executive Committee in regard to the regional programme;

c) the European Committee elected by the European Conference to continue its work between meetings of the Conference;

d) studies and clearing house activities to assist members in questions of specific concern.

48. In respect of the European Communities, the Confederation will develop its contacts with the committee within the European Parliament concerned with education. Studies will be carried out with the EC in questions of special interest.

49. In regard to the Council of Europe, the Confederation is elaborating its views on the role of the school in preparing pupils for all aspects of life in society. This project, which aims at synthetizing earlier work in this field, will look at the role of the school against the rapid transformations taking place in European societies at present. The work should point at new areas that need to be studied by the Confederation at its 1980 European Conference in Stavanger, Norway (October 16-19).

50. In the relations with the European Trade Union Confederation (ETUC) WCOTP is taking an active part in the elaboration of an Education and Training programme for ETUC. Continuing efforts will be made on the part of the Confederation for the establishment of an industrial committee to advise ETUC in matters relating to education. Negotiations have been held over a number of years with the International Federation of Free Teachers Unions (IFFTU), the World Confederation of Teachers (WCT) and the European Teachers' Trade Union Committee (ETTUC) to this end.

51. The Executive Committee will continue to study plans for a meeting of the national European affiliates of the WCOTP and other teachers' internationals to be held in Hyvinkää, Finland on the theme "Education and Technology".

52. A study on the constitutional and other legal restraints on trade union activities will be completed in order for the Confederation to be able to provide member organizations with information of value when they are faced with a situation of restraints and in their efforts to work towards an amelioration of their trade union rights. The study will also serve the Confederation in its dealings with ILO and other bodies in questions relating to the status of teachers.

53. Continuing attention will be paid to cuts in education expenditure with which most member organizations in Europe are faced. Plans for a joint action in all member countries will be studied.

54. As a follow-up of the decision of the Assembly of Delegates in Jakarta in 1978 concerning teacher education continuing work will be done on the role of teacher organizations in teacher education. Teacher education will be one of the main themes at the European Conference in 1981.

LEGISLATIVE OPERATIONS

55. The Executive Committee will meet in 1981 at a date to be fixed by the Committee at its meeting immediately following the 1980 Assembly and again in 1981 both early in the year and immediately prior to the 1982 Assembly of Delegates.

56. The Finance Committee will meet prior to the meetings of the Executive Committee in 1981 and 1982, will submit its reports to the Executive Committee and will thereafter make them available to all member organizations for information and appropriate action.

57. The main decisions of the Executive Committee which are of importance to the Assembly will be incorporated in the Report on Activities for each year which will be subsequently presented for consideration by the Assembly of Delegates.

58. The 1982 Assembly of Delegates will be held from August 7 to 13 in Montreux (Switzerland) and will have as its main theme Teacher Education.

WCOTP Constitution and Bylaws

I. NAME

Confédération mondiale des Organisations de la Profession enseignante; World Confederation of Organizations of the Teaching Profession; Weltverband der Lehrerorganisationen; Confederación Mundial de Organizaciones de Profesionales de la Enseñanza, hereinafter referred to as "the Confederation".

II. DEFINITION OF PURPOSE

1. The Confederation, founded in Copenhagen in 1952, exerts independent political influence on behalf of teachers. It seeks equality of opportunity through education, quality in education, economic security and the protection of human rights. It is dedicated to the cause of teachers, the promotion of their viewpoint, the defence of their interests and the advancement of their status. It promotes the cause of justice and truth which are the essential foundations of any educational process.

2. Education is a vital element in all aspects of social development. Teachers provide the essential link between social policy and educational practice, and between educational goals and the interests of society at large. It is the role of the Confederation to reflect these particular concerns at the international level and to promote programmes which serve the comprehensive interests of its members.

III. AIMS

The Confederation aims at gathering into one powerful organization teachers from all stages of education, with a view to enabling them to exert an influence corresponding to the importance of their social function. It proposes, in cooperation with the constituent federations:

(a) To foster a conception of education directed towards the promotion of international understanding and good will, with a view to safeguarding peace and freedom and respect for human dignity;

(b) To improve teaching methods, educational organization and the academic and professional training of teachers so as to equip them better to serve the interests of youth;

(c) To defend the rights and the material and moral interests of the teaching profession;

(d) To promote closer relationship between teachers in different countries.

To further these aims, the Confederation shall establish, in cooperation with the constituent federations where appropriate, relations with (a) official organizations working for international cooperation and understanding including the United Nations and its specialized agencies, (b) other international non-governmental organizations sharing mutual interests with the Confederation.

IV. CONSTITUENT FEDERATIONS

1. Within the framework of the Confederation there exist two international federations representing the particular interests of primary and secondary education, these federations being called the International Federation of Teachers' Associations (IFTA) and the International Federation of Secondary Teachers (FIPESO).

2. Each constituent federation shall have complete control of its internal organization and shall have full power to study and deal with problems within its special sphere and maintain its own external relations within that sphere, provided that its constitution, its bylaws and its activities are in harmony with the general policy of the Confederation.

3. Resolutions from the constituent federations shall be submitted to the Confederation and, if so approved, shall be incorporated in the policy and programme of the Confederation.

4. A national organization shall have the right to approach the Confederation on any matter which is not the specific concern of the constituent federation through which it may be affiliated to the Confederation.

V. MEMBERSHIP

Membership shall be open to organizations of the teaching profession the constitutions of which contain nothing contrary to the Constitution of the Confederation and which meet the require-

ments of Article VI, VII or VIII.

VI. FULL MEMBERSHIP

A teachers' organization shall be eligible for full membership of the Confederation if it meets the following conditions:

(a) is national in character and scope and enrols members at all levels of the profession or from a clearly defined sector of the national education system, and

(b) is concerned with the overall professional and/or trade union interests of its members.

Full members will affiliate to the Confederation as follows:

1. (a) Organizations which represent exclusively primary or secondary teachers will affiliate to the Confederation through their respective constituent federations.

(b) Organizations which represent more than one stage of education will have the choice of two methods of affiliation: They will allocate their members to the above named federations and affiliate to the Confederation in the manner described under (a), or they will affiliate directly to the Confederation, and may, if they so desire, allocate their members to the appropriate constituent federations.

(c) Organizations other than those described under (a) and (b) will affiliate directly to the Confederation.

2. (a) Applications for affiliation to the constituent federations shall be examined by their executive committees and submitted for ratification to their general assemblies. At the same time notification shall be sent to any full members in the same country and to the Executive Committee of the Confederation.

If objection is raised to the application, the decision shall be postponed for one year, during which time the Executive Committee of the Confederation, before making its own decision, shall consult with any full members in the same country. If, at the end of the year, the federation concerned adheres to its proposal for admission, and if the Executive Committee of the Confederation again opposes it, the federation may appeal to the Assembly of Delegates of the Confederation, whose decision shall be final.

(b) Applications for affiliation from national organizations affiliating directly to the Confederation will be considered by the Executive Committee, who will consult with any full members

in the same country before submitting them for approval to the Assembly of Delegates of the Confederation.

VII. ASSOCIATE MEMBERSHIP

A teachers' organization, other than an organization eligible for full membership, shall be eligible for associate membership of the Confederation if it meets the following conditions:

(a) is a specialist national or international society of individual educators, or

(b) is an educational institution, or

(c) is a state, provincial, regional or local association of teachers.

Any application for associate membership should normally be accepted by the full member organization(s) in the country concerned, if such exist.

Associate members with 10,000 individual members or less shall be entitled to one representative at the Assembly of Delegates. Associate members with more than 10,000 members shall be entitled to two representatives. Associate members shall not be entitled to vote.

VIII. INTERNATIONAL ASSOCIATE MEMBERSHIP

1. International associate membership of the Confederation may be accorded to international organizations composed in the main of national organizations which would be eligible individually for full or associate membership.

2. International associate members will have the same privileges as associate members in the Assembly of Delegates.

IX. TERMINATION OF MEMBERSHIP

Upon the recommendation of the Executive Committee, the Assembly of Delegates by a two-thirds majority vote may terminate the membership of a member organization which has not fulfilled the requirements of the Constitution and Bylaws.

X. ORGANIZATION

The Confederation shall be directed and administered by the following:

1. An Assembly of Delegates
2. An Executive Committee
3. A Secretariat

1. Assembly of Delegates

(a) The Assembly shall be composed of delegates appointed by the full members affiliated to the Confederation. It shall meet annually unless the Assembly of Delegates determines otherwise, and at least every two years. Each full member is entitled to at least one delegate and at least one vote.

(b) Votes are allocated to each individual organization whose membership dues have been paid in full for the year in question in accordance with its membership on the following scale:

first 100,000 members - 1 vote per 5,000 members
next 200,000 members - 1 vote per 10,000 members
next 300,000 members - 1 vote per 15,000 members
next 400,000 members - 1 vote per 20,000 members
next 500,000 members - 1 vote per 25,000 members
next 600,000 members - 1 vote per 30,000 members

A member organization which has not paid in full and whose reason for doing so has been accepted by the Executive Committee as being valid shall be entitled for that year to the total of the number of votes which correspond to the proportion of its membership dues which have been paid plus 25% of the balance of votes to which it would have been entitled had its dues been paid in full.

A full member which cannot be represented at an Assembly of Delegates may vote by proxy provided it has given advance notification to the Secretary General of the Confederation.

(c) Delegates. Each full member organization shall be entitled to one delegate, with an additional delegate for every 5,000 members or part thereof, the maximum for any association to be 50 delegates.

(d) Functions. The Assembly of Delegates shall:

- Determine its agenda
- Decide the programme of the Confederation
- Examine the general report on the work of the Executive Committee including the financial report and determine the Budget

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- Adopt policy statements on behalf of the membership
- Elect the Executive Committee

2. Executive Committee

(a) Composition

(i) The Assembly of Delegates shall delegate its powers to an Executive Committee composed of the President, the Immediate Past President (during the first two years after having completed his or her term of office as President), two Vice Presidents and other members as follows:

Nine members of the Executive elected from candidates nominated by at least one full member organization. Nominations, accompanied by a curriculum vitae of the candidate, shall be submitted to the Secretary General by a deadline determined by the Assembly of Delegates.

One representative appointed by each constituent federation whose names shall be communicated to the Secretary General of the Confederation.

At least one person from each of the five regions: Asia and the South Pacific; Africa; Europe; North America and the Caribbean; and Latin America shall be in membership on the Executive Committee (excluding consideration of the regions of origin of the President, the Immediate Past President, and the representatives of the constituent federations). No region can have more than six members on the Executive Committee. When there is not a continuing member from a region, a separate election shall be held to elect one candidate from that region. Thereafter, an open election shall be held to fill the remaining seats. The Executive Committee shall establish a list of full member organizations according to the regions to which they shall belong for electoral purposes.

(ii) Any candidate for the office of President or Vice President must be nominated by at least three full member organizations from different countries. Nominations for the office of President or Vice President must be filed with the Secretary General not less than ninety (90) days before the opening of the Assembly of Delegates at which the election will take place. The names of all nominees, together with their curriculum vitae, shall be sent to all member organizations at least sixty (60) days before the opening of the said Assembly of Delegates. In the event that a bye-election for President or Vice President shall become necessary after the beginning of the ninety (90) day pre-assembly period, nominations shall be made at the Assembly.

A nation cannot have more than one representative on the Executive except that the countries to which the President, the Immediate President and the representatives of the constituent federations belong will not thereby be debarred from representation on the Executive Committee.

(iii) The members of the Executive Committee shall be elected by the Assembly of Delegates. Successful candidates in the election for President and Vice President must obtain a majority of the votes cast in a first or subsequent ballot. Until this situation is reached, the candidate with the lowest number of votes will be eliminated from each successive ballot. In the case of other elections, candidates receiving the highest number of votes corresponding to the number of seats to be filled shall be declared elected. In the event of an equality of votes for the last seat or seats to be filled a run-off election shall be held amongst the candidates concerned. In the further event of an equality of votes the election to the seat or seats concerned shall be decided by lot. Members of the Executive Committee shall take office at the close of the Assembly of Delegates.

(iv) The President and Vice Presidents shall each serve for three years and shall not be eligible to succeed themselves in the same office. Other Executive Committee members except the representatives of the constituent federations shall serve for two years; they shall be eligible for re-election but shall not serve for more than two consecutive terms.

In the event that no Assembly of Delegates is held in any particular year, the members of the Executive Committee whose mandates would have been completed at that Assembly shall serve until the next Assembly of Delegates.

(b) Functions. The Executive Committee shall direct the work of the Confederation, according to instructions from the Assembly of Delegates, and shall act on behalf of the latter to deal with urgent business arising between meetings of the Assembly. It shall assume control over, and responsibility for, the administration and finances of the Confederation.

The Executive Committee shall prepare a draft agenda for the Assembly of Delegates and circulate it to the member organizations at least ninety days prior to the opening of the Assembly. The Committee shall submit a report on its activities subsequent to the previous meeting of the Assembly, as well as a financial report.

The Executive Committee shall appoint the Secretary General and determine his conditions of service. The Secretary General

shall be responsible to the Executive Committee.

3. Secretariat

The Secretariat shall consist of the Secretary General and other staff appointed in accordance with the terms of the following sub-paragraphs.

The Secretary General shall be appointed by the Executive Committee which shall determine his or her conditions of service, his or her responsibilities and duties.

Other senior staff of the Secretariat shall be appointed by the Executive Committee on the recommendation of the Secretary General in accordance with procedures and conditions of service established by the Executive Committee.

The Secretary General shall appoint other members of the staff and determine their conditions of service, responsibilities and duties in accordance with authority delegated to him or her by the Executive Committee.

XI. REGIONAL COOPERATION

Member organizations within a geographical region may establish a regional grouping which shall be advisory to the Executive Committee, provided that its bylaws have been approved by the Executive Committee. Reports of such regional groupings shall be submitted to the Executive Committee which shall transmit them to the Assembly of Delegates together with such comments as the Executive Committee deems appropriate.

XII. SUBSCRIPTIONS

The Assembly of Delegates shall determine the subscriptions to be paid by the member organizations. The procedure to be followed by the full members in paying their subscriptions shall be in accordance with their methods of affiliation.

XIII. OFFICIAL LANGUAGES

The official languages of the Confederation shall, for the time being, be English, French, German and Spanish.

XIV. DISSOLUTION

The Confederation can be dissolved only by an Assembly of Delegates where not less than two-thirds of those voting are in favour of dissolution, provided that at least six months notice has been given of a specific motion to this effect and provided that such motion makes specific provision for the discharge of any financial obligations of the Confederation and for disposal of any assets.

XV. AMENDMENTS

Notices of motion to alter the Constitution must be submitted in writing to the Secretary General not less than six months before the opening date of the Assembly of Delegates. They shall be circulated to the constituent federations and to the full members at least three months prior to the opening of the Assembly together with any comments which the Executive Committee may wish to communicate to members.

They shall be declared adopted if supported by not less than two-thirds of the total votes cast.

There must be consultation with the constituent federations before any motion to amend Article VI is submitted to the Assembly of Delegates.

BYLAWS

I. ASSEMBLY OF DELEGATES

1. Organizations entitled to delegates in the Assembly of Delegates shall furnish the Secretary General with the names of such delegates. The Secretary General shall issue to each delegate a credential certifying that he has been named as a delegate by a member organization.

2. The President of the Confederation shall preside at the meeting of the Assembly of Delegates. In his absence, a Vice President shall preside, preference being given to the Vice President with longest service in this office. If neither the President nor a Vice President is available, the meeting shall elect a chairman from among the members of the Executive Committee.

3. A majority of the registered delegates shall constitute a quorum, provided they represent not less than one-third of the national member organizations registered at the Assembly.

II. EXECUTIVE COMMITTEE

1. The President of the Confederation shall be chairman of the Executive Committee. In his absence, a Vice President shall preside, preference being given to the Vice President with longest service in this office. If neither the President nor a Vice President is available, the Committee shall elect a chairman from among its members.

2. The first meeting of the new Executive Committee shall be held before the members leave the place of the Assembly.

3. The Executive Committee shall meet at least once a year in any calendar year in addition to meetings immediately before and after the Assembly. An emergency meeting of the Executive Committee may be convened by the President and shall be convened by the Secretary General upon receipt of written requests from a majority of the members of the Committee. At least four weeks notice shall be given prior to the holding of an emergency meeting. Eight members of the Executive Committee shall constitute a quorum provided that at least one member from each of three regions are present.

III. WCOTP COMMITTEES

1. The Executive Committee shall appoint Committees and establish their terms of reference.

2. Committee expenses shall form part of the budgetary allocations of the Confederation.

IV. SECRETARY GENERAL

1. It is the responsibility of the Secretary General to give effect to the decisions of the Assembly of Delegates and of the Executive Committee.

2. The Secretary General shall keep a record of the proceedings of the Assembly of Delegates and of the Executive Committee.

3. The Secretary General shall be secretary of the Executive Committee. He shall submit a report to the Executive Committee each time it meets.

4. The Secretary General shall act as treasurer of the Confederation, shall receive all moneys due to the Confederation, and shall be authorized to open bank accounts in the name of the Confederation. In exceptional circumstances, the Executive Committee may make other necessary arrangements.

V. FINANCES

1. Fees of full and associate members are due on January 1 and shall be payable before June 30. In exceptional circumstances the Executive Committee may modify the closing date for the payment of these annual fees in individual cases, but all such modification shall be reported in full to the next session of the Assembly.

An organization whose application for membership is accepted at a given Assembly may either (a) pay one-third of the current annual dues and be seated with the full rights corresponding to its membership category or (b) enter formally into membership as of the January 1 following. In the latter circumstance the Executive Committee may approve of the organization being seated at the Assembly with the right to speak but not to vote.

Any member of the Confederation whose dues are in arrears may, if the Executive Committee approves, have its delegates seated in the Assembly with full rights to participate in the discussion

but not to vote unless a written declaration of intent to pay within one month has been received and accepted by the Executive Committee.

Membership dues shall include the right to copies of the Annual Report, Proceedings of the Assembly and other materials for general distribution including copies of the news bulletin Echo.

2. The accounts of the Confederation shall be closed on 31 December of each year and a full financial report for the year shall be rendered by the Secretary General to the Executive Committee, which shall in turn report to the Assembly of Delegates at its succeeding meeting. A report of the current financial condition of the Confederation shall be presented by the Secretary General at the meetings of the Executive Committee and the Assembly of Delegates.

3. The Secretary General shall prepare in July of each year a forecast of income and expenditures for the next calendar year. This shall be presented to the Executive Committee for consideration and recommendation to the Assembly of Delegates. By December of each year, this forecast, amended to reflect changes agreed upon by the Assembly of Delegates and new information on anticipated income, shall be recast by the Secretary General and submitted to the Executive Committee.

VI. AMENDMENTS

Notices of motion to amend these Bylaws must be submitted in writing to the Secretary General not less than three months before the Assembly of Delegates. They shall be circulated in advance to the member organizations and to the constituent federations. They shall be declared adopted if supported by not less than two-thirds of the votes cast.

WCOTP Membership List

EXECUTIVE COMMITTEE

President

Motofumi Makieda, c/o Japan Education Hall, 2-6-2 Hitotsubashi, Chiyoda-ku, Tokyo, Japan

Vice Presidents

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Shiu Narayan Kanhai
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International Federation of Secondary Teachers (FIPESO)
André Drubay, Sec. Gen.
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78100 Saint-Germain en Laye, France

Secretary General

John M. Thompson

Deputy Secretary General

Marc-Alain Berberat

FULL MEMBERS

(including size of association membership in parentheses)*

ANTIGUA

Antigua Union of Teachers (500)
Olivene Browne, Gen. Sec.
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Tel. 22692

AUSTRALIA

Australian Teachers' Federation (132,576)
Ray Costello, General Secretary
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Tel 47 [illegible] 11

AUSTRIA

Verband der Professoren Oesterreichs (VdPÖ) (1,500)
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BAHAMAS

Bahamas Union of Teachers (1,800)
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BANGLADESH

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BANGLADESH (cont.)

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BARBADOS

Barbados Secondary Teachers' Union (253)
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Ryeburn House, 5th Avenue
Belleville, St. Michael

Barbados Union of Teachers (1,500)
Ronald Clarke, General Secretary
P.O. Box 127
Bridgetown

Tel. 75373

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*) In the case of organizations marked with asterisk, payment of dues for 1980 was not made in full and their voting strength at the Assembly was reduced accordingly.

BELGIUM

Fédération de l'enseignement moyen officiel du degré supérieur de Belgique (1,000)
Paul Esquenet, Chargé relations internationales
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BELIZE

Belize National Teachers' Union (600)
Michel Wong, Secretary
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Tel. 2857

BERMUDA

The Amalgamated Bermuda Union of Teachers (600)
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BOTSWANA

Botswana Teachers' Union (255)
Drake Selwe, President
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BRAZIL (see also Associate Members)

Associação Brasileira de Educação (500)
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British Virgin Islands Teachers' Union (120)
Glenroy Forbes, Sec. International Affairs
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BRUNEI

Brunei Malay Teachers' Association (1,330)
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160-601 Brunei Malay Teachers Building, Jalan Kianggeh
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CANADA

Canadian Teachers' Federation (219,285)
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COOK ISLANDS

Cook Islands Teachers' Institute
T.W. Lambert, Secretary (360)
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COSTA RICA

Asociación Nacional de Educadores (18,332)*
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DENMARK

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Danmarks Laererforening (57,775)
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Tel. 11 82 55

Gymnasieskolernes Laererforening (6,000)
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ENGLAND

Assistant Masters and Mistresses Association (81,000)
Miss J.E.L. Baird, General
E.G. Beynon, Secretaries
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National Association of Teachers in Further and Higher Education (52,000)
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ENGLAND (cont.)

National Union of Teachers of England and Wales (210,000)*
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Secondary Heads Association (2,775)
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FIJI

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Samabula, Suva

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Fijian Teachers' Association (2,500)
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FINLAND (cont.)

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Syndicat national des enseignements de second degré (45,500)
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Syndicat national des instituteurs et professeurs de collège (300,000)
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Syndicat national du personnel de direction des établissements secondaires (3,950)
Mme Josette Richoud
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Syndicat national des professeurs des Ecoles normales (1,500)
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GAMBIA

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GERMANY (Fed. Rep. of)

Deutscher Lehrerverband (65,000)
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GHANA

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GRENADA

Grenada Union of Teachers (400)
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GUYANA

Guyana Association of Masters and Mistresses (128)
Ganase Singh, President
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Georgetown

Guyana Teachers' Association (2,472)
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Kennarasamband Islands (2,800)
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INDIA (see also Associate Members)

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Please send mail temporarily in care of WCOTP

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Israel Teachers' Union (25,040)
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Sindicato Nazionale Scuola Media (3,650)
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JAMAICA

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JAPAN (see also Associate Members)

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Japan Senior High School Teachers' Union (NIKKOKYO) (25,000)
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Japan Teachers' Union (381,000)*
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KENYA

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Syndicat national des enseignants (2,200)
Félix Haas, President
B.P. 2437
5, rue des Ardennes
Luxembourg-Bonnevoie

Tel. 48 11 18

MALAYSIA (West) (see also Associate Members)

National Union of the Teaching Profession, Malaysia (18,000)*
Tan Lee Leng, Sec. Gen.
13B, Jalan Murai Dua
Off Jalan Ipoh, Batu Complex
Kuala Lumpur 13-04

Tel. 665 163 K.L.

MALI

Syndicat national de l'éducation et de la culture/UNTM (10,000)
Mamadou Lamine Diarra, Sec. Gen.
B.P.1316
Bamako

Tel. 22 20 31

MALTA

Movement of United Teachers (3,500)
C.V. Naudi, Asst. Gen. Sec.
International Affairs
Teachers' Institute
213 Republic Street
Valletta

Tel. 2 78 15

MAURITIUS

Union des Professeurs et des Employés des Institutions Scolaires (412)
France Valerie, Secretary
No. 7, Square Guy Rozemond
Port-Louis

Tel. 2-0651

NETHERLANDS

General Association of Directors of Secondary Schools (AVS)
M.C.A. Van der Heijen, Gen. Sec.
Catharijnesingel 82
3511 GP Utrecht

Nederlands Genootschap van Leraren (16,771)
Albertus F. Rasing, Int. Sec.
P.O. Box 407
3300 AK Dordrecht

Tel. 3 16 11

NEW ZEALAND

New Zealand Educational Institute (17,866)
P.O. Box 466
Wellington

Tel. 849 689

Post Primary Teachers' Association (11,586)
Bruce Webster, Gen. Sec.
8-12 Herbert Street
P.O. Box 2119
Wellington

Tel. 849 964

NICARAGUA

Asociación Nacional de Educadores de Nicaragua
Bruno Gallardo, President
Casa del Maestro, Costado Norte
del Parque las Madres
Aptdo. Postal No. 413
Managua

Tel. 2 73 94 - 9 67 33

NIGERIA

Nigeria Union of Teachers (150,000)
Oke Osanyintolu, Sec. Gen.
P.M.B. 1044
Yaba, Lagos State

Tel. 4 34 43

NORTHERN IRELAND

Ulster Teachers' Union (5,000)
David Allen, General Secretary
94 Malone Road
Belfast BT9 5HP

Tel. 66 22 16

NORWAY

Norsk Laererlag (41,761)
Rosenkrantzgt. 15
Oslo 1

Tel. 41 58 75

Norsk Lektorlag (10,934)
Wergelandsveien 15
Oslo 1

Tel. 20 94 94

PANAMA

Magisterio Panameño Unido (3,000)
Blanca I. Valdés
General Coordinator
Comité Directivo
Calle Santa María-Urbanización
Obarrio
Apartado 1733, Zona 1
Panamá

Tel. 23-1096

PAPUA NEW GUINEA

Papua New Guinea Teachers' Association (2,000)
Manuel Bola, National Sec.
P.O. Box 6546
Boroko

Tel. 25 71 11

PHILIPPINES

National Alliance of Teachers and Office Workers, Inc. (3,200)
Israel C. Bocobo, President
Rm. 314 Isabel Building
España, Manila

Tel. 20 30 51 Loc. 21

Philippine Public School Teachers' Association (150,000)*
Santos Pascual, General Manager
P.O. Box 4517
Manila

Tel. 62 38 17

REPUBLIC OF KOREA

Korean Federation of Education Associations (65,000)
Chung Seok-Kyu, Sec. Gen.
25 1-ka Shinmun-ro, Chongro-ku
Seoul 110

Tel. (74)8066

REPUBLIC OF SOUTH AFRICA

African Teachers' Association of South Africa (21,000)
H.H. Dlamlenze, Sec. Gen.
1709 Makhalima Street
P.O. Moroka 1860
Johannesburg

Tel. 934 1571

SABAH (Malaysia)

Sabah Teachers' Union (347)
John Ng Ah Kian, Gen. Sec.
Peti Surat 352
Kota Kinabalu

SARAWAK (Malaysia)

Sarawak Teachers' Union (1,270)
Michael Ranyed Jackson, Sec. Gen.
139-A, Rock Road (2nd Floor)
P.O. Box 916, Kuching

Tel. 2 57 27

SCOTLAND

Educational Institute of Scotland (43,471)
John D. Pollock, General Secretary
46 Moray Place
Edinburgh EH3 6BH

Tel. 225-6244

SENEGAL

Syndicat National des Enseignants du Sénégal (2,500)

B.P. 12014
Dakar-Colobane

Tel. 21 39 56

SIERRA LEONE

Sierra Leone Teachers' Union (6,000)
Tamba Fntoa Yambasu, Sec. Gen.
P.O. Box 477
Freetown

Tel. 2 48 09

SINGAPORE (Rep. of)

Vocational & Industrial Training Board Training Staff Union (651)
Tan Hua Heen, Gen. Sec.
225 Onan Road
Singapore 15

Tel. 40 12 40

Singapore Chinese Middle School Teachers' Union (500)
Jap Koon Chan, Sec. Gen.
122-B Sims Avenue
Singapore 14

Tel. 46 71 34

Singapore Chinese School Teachers' Union (800)
Chia Thiam Soon, President
186F, Rangoon Road
Singapore 8

Tel. 2938706

Singapore Malay Teachers' Union (782)
Abd. Latiff Hj. Taris, Sec. Gen.
89 Still Road
Singapore 15

Tel. 40 89 92

Singapore Tamil Teachers' Union (141)
S. Samikannu, Gen. Sec.
P.O. Box 73
Owen Road, Singapore 0821

Singapore Teachers' Union (6,000)
Ying Check Ping, Gen. Sec.
Teachers' Centre
Tagore Avenue
Singapore 26

Tel. 4524403

SPAIN

Federación de Trabajadores de la Enseñanza (FETE-UGT) (600)
Manuel Gracia Navarro, Sec. Gen.
3 Avenida de los Toreros
Madrid-28

Tel. 256 62 03 - 02 - 01

SRI LANKA

All Ceylon Union of Teachers (1,208)
J.A. Gajanayake, Sec. Gen.
127/1 Centre Road
Colombo 15

Tel. 3 48 42

All Ceylon Union of Teachers (Government) (302)
c/o ACUT
127/1 Centre Road
Colombo 15

Tel. 3 48 42

Jathika Addhiyapana Sevaka Sangamaya (10,000)
G.D. Dharmasena, Hon. Gen. Sec.
532 Sirikotha, Collupitiya
Colombo 3

Tel. 3 22 36

SWAZILAND

Swaziland National Association of Teachers (600)
Secretary General
P.O. Box 772
Manzini

SWEDEN

Lärarnas Riksförbund (26,029)
Sveavägen 50
Fack
103 60 Stockholm 3

Tel. 22 51 40

Svenska Facklärarförbundet (58,467)
Cardellgatan 1
Box 5522
114 85 Stockholm

Tel. 22 98 20

Sveriges Lärarförbund (64,150)
Box 122 29
102 26 Stockholm

Tel. 54 10 60

Skolledarförbundet (1,817)
Sveavägen 98
113 50 Stockholm

Tel. 52 01 75

SWITZERLAND

Schweizerischer Lehrerverein (20,000)
Friedrich von Bidder, Gen. Sec.
Postfach 189
8057 Zürich

Tel. 311 83 03

Société pédagogique de la Suisse romande (6,682)
Jean-Jacques Maspéro, President
Chemin de Mancy 1b
1222 Vésenaz/GE

Tel. 52 19 50

SWITZERLAND (cont.)

Société suisse des professeurs de l'enseignement secondaire (3,900)
Mlle Monique Mischler, Vice-Pres.
46, chemin Boisy
1004 Lausanne

Tel. 36 98 35

TAIWAN (see also Associate Members)

China Education Society (600)
Sun Pan-cheng, President
c/o Taiwan Normal University
162 East Ho Ping Road
Taipei, Taiwan

Tel. 393 67 98

THAILAND

Private School Teachers' Association of Thailand (1,000)
Chow Pramoolpol, President
c/o Patnawit School
Jarun Snitwong Road
Bangkoknoi
Bangkok

Tel. 4 240 566

The Education Society (589)
Chom Poomipark, President
58/1-2 Pisanuloke Road
Bangkok

Tel. 81 82 73

TOGO

Syndicat des enseignants laïques du Togo (4,000)
Kouak Toth'Kab, Sec. Gen.
B.P. 16
Lomé

Tel. 35 17

TRINIDAD AND TOBAGO

Trinidad and Tobago Teachers' Union (5,000)
St. Elmo Gopaul, Gen. Sec.
103d St. Vincent Street
Port-of-Spain

Tel. 62-36560

TUNISIA

Syndicat national de l'enseignement primaire (4,000)
Mohamed Boussetta, Sec. Gen.
17, rue Souk-Ahras
Tunis

Tel. 249 400

UGANDA

Uganda Teachers' Association (4,000)
John Kisaka, Gen. Sec.
P.O. Box 377
Kampala

Tel. 5 42 95

UNITED STATES (see also Associate Members)

National Education Association of the United States (1,450,000)*
Terry Herndon, Executive Dir.
1201 16th Street, N.W.
Washington, D.C. 20036

Tel. 833-4000

WEST INDIES

Caribbean Union of Teachers (1,053)

WESTERN SAMOA

Western Samoa Teachers' Society (1,033)
Mrs. Aliitasi Tauaa, Secretary
P.O. Box 362
Apia

Tel. 22-516

YUGOSLAVIA

Education, Science, and Culture Workers' Union of Yugoslavia Federal Committee (30,000)
Vasco Raicevic, Secretary
Trg Marksa i Engelsa 5
Beograd, Fah 756

Tel. 331 581

ZAIRE

Fédération nationale des enseignants du Zaïre/UNTZA (110,000)
Kalala-Kayisha, Nat. Sec.
B.P. 8814
Kinshasa

Tel. 2 32 46

ZIMBABWE

National Teachers' Association (1,880)
R. Arnold Jones, Gen. Sec.
256 Jameson Avenue East
Salisbury

Tel. 2 09 50

Zimbabwe Teachers' Association (1,898)
Abiah M. Murashiki, Nat. Sec.
Amaveni Secondary School
P.O. Box 102
Que Que

ORGANIZATIONS OF TEACHERS IN EXILE

Association of Estonian High School Teachers in Exile (105)
William Muld, Secretary
International Relations
Radjursstigen 26-V
171 72 Solna, Sweden

Federation of Estonian Teachers Associations (300)
c/o Estniska skolan
Svartmangatan 20-22
111 29 Stockholm
Sweden

INTERNATIONAL ASSOCIATE MEMBERS

Fees of international associate members will be calculated on the same basis as for associate members.

International Association of School Librarianship (535)
Miss Jean Lowrie, Exec. Sec.
Western Michigan University
Kalamazoo, Michigan 49001
USA

Tel. 383-1849

International Council on Education for Teaching
Frank Klassen, Executive Dir.
One Dupont Circle, Suite 610
Washington, D.C. 20036
USA

Tel. 293-2450

International Council on Health, Physical Education and Recreation (63 national organizations)
Carl A. Troester, Jr., Sec. Gen.
1900 Association Drive
Reston, Virginia 22091, USA

Tel. 476-3400

International Federation for Home Economics
Mrs. O. Goncet, Gen. Sec.
5, avenue de la Porte Briançon
75015 Paris, France

Tel. 842 34 74

International Reading Association
Ralph C. Staiger
Executive Director
800 Barksdale Road
P.O. Box 8139
Newark, Delaware 19711
USA

Tel. 731-1600

ASSOCIATE MEMBERS

Associate member organizations pay annual dues of 20 centimes per member in the case of organizations with individual members, up to a maximum payment for any one organization of 1,600 Swiss Francs.

Alpha Delta Kappa (51,832)
Mrs. Agnes S. Robertson
Executive Director
1615 West 92nd Street
Kansas City, Missouri 64114
USA

Tel. 363-5525

American Alliance for Health, Physical Education, Recreation and Dance (50,000)
Carl A. Troester, Jr.
Executive Secretary-Treasurer
1900 Association Drive
Reston, Virginia 22091

Tel. 476-3400

American Vocational Association Inc. (44,375)
Gene Bottoms, Exec. Director
2020 North 14th Street
Arlington, Virginia 22201, USA

Tel. 703/522-6121

Arizona Education Association (18,870)
2102 West Indian School Road
Phoenix, Arizona 85015, USA

Asociación de Maestros con Estudios en el Extranjero
Tito Livio Lopez, Sec. Gen.
Apartado Postal 1489
San Salvador, El Salvador

Association of Christian Schools in India (1,140)
Solomon Doraisawmy, President
P.O. Box 31, 8 Racquet Court Lane
Tiruchirapalli 620001
South India

California Teachers' Association (150,000)
Ralph J. Flynn, Exec. Dir.
1705 Murchison Drive
Burlingame, California 94010, USA

Tel. 697-1400

Centro do Professôrado Paulista (60,000)
Solon Borges dos Reis, President
Rua Antonio de Godoi 35
C.P. 183
Sao Paulo, Brazil

Tel. 34-6955

Delta Kappa Gamma Society Int. (149,059)
P.O. Box 1589
Austin, Texas 78767, USA

Tel. 478-5748

Illinois Education Association
Curtis Plott, Exec. Sec.
100 East Edwards Street
Springfield, Illinois 62704, USA

Tel. 544-0706

Indian Association of Teacher Educators (900)
D.D. Tewari, President
8B, Bandh Road, Allenganj
Allahabad, U.P., India

Indiana State Teachers' Association (35,970)
Ronald G. Jensen, Exec. Dir.
150 W. Market St.
Indianapolis 46204, USA

Tel. 634-1515

Instituto de Professôres Publicos e Particulares
Laudimia Trotta, President
Av. Rio Branco 185-S/1312
Rio de Janeiro, Brazil

Tel. 224-9035

Kentucky Education Association (28,900)
James G. Sproul
RT. 1 Box 56
Flat Lick, Kentucky 40935, USA

Tel. 5b2-2273

Malaysian Association for Education (300)
C. Appa Rao, Hon. Gen. Sec.
c/o MARA Institute of Technology
Shah Alam, Selangor, Malaysia

Tel. 36 23 11, Ext. 262

Maryland State Teachers' Association, Inc. (32,532)
Harvey Zorbaugh, Exec. Sec.
344 N. Charles Street
Baltimore, Maryland 21201, USA

Tel. 727-7676

Massachusetts Teachers' Association (67,000)
William Hebert, Exec. Sec.
20 Ashburton Place
Boston, Massachusetts 02108, USA

Tel. 742-7950

Michigan Education Association (90,000)
Herman W. Coleman, Exec. Sec.
1216 Kendale Boulevard
P.O. Box 673
East Lansing, Michigan 48823, USA

Tel. 332-6551

Minnesota Education Association (37,000)
A.L. Gallop, Exec. Director
41 Sherburne Avenue
St. Paul, Minnesota 55103, USA

Tel. 227-9541

New Jersey Education Association (82,401)
James P. Connerton, Exec. Dir.
180 West State Street
P.O. Box 1211
Trenton, New Jersey 08608, USA

Tel. 599-456

North Carolina Association of Educators (45,000)
A.C. Dawson, Executive Secretary
702 S. Salisbury St., Room 243
Raleigh, North Carolina 27612, USA

Tel. 832-3000

Overseas Education Association (3,600)
Ronald Austin, Executive Sec.
1201 16th St. NW, Room 205
Washington, D.C. 20036, USA

Tel. 833-4276

Shinano Education Association (11,365)
Yoshiharu Ohta, President
1098 Asahi Machi, Postal Code 380
Nagano City, Japan

S.I.T.U. Council of Educational Research (188)
M. Duraiswamy, Sec.-Treasurer
95-A, R.K. Mutt Road
R.A. Puram, Madras 28, India

Taipei Education Association (40,000)
Mrs. Chao Hsiao-May, Chairwoman
8-10, Lane 6, Ching Tien Rd.
Taipei, Taiwan

Tel. 321-2273

Taiwan Provincial Education Association (96,500)
Shen Shao-yuan, Sec. Gen.
51 East Tsingtao Road, 2nd floor
Taipei, Taiwan

Tel. 32 30 60

Tennessee Education Association (42,954)
Cavit C. Cheshier, Exec. Sec.-Treasurer
598 James Robertson Parkway
Nashville, Tennessee 37219, USA

Tel. 242-8392

HEADQUARTERS SECRETARIAT

John M. Thompson, Secretary General
Marc-Alain Berberat, Deputy Secretary General
Raymond J. Smyke, Assistant Secretary

L.H. Horace Perera, Special Assistant for Asia and the South Pacific
Vivan Storlund, Special Assistant for Europe
Kléber Viélot, Special Assistant for Africa

5, Avenue du Moulin, 1110 Morges, Switzerland
Tel. 71 74 67 - Cables: TEACHING MORGES

REGIONAL CONSULTANTS

Fernando Hernandez Diaz
Programme Consultant for the Americas
Conde No. 451, Zona Postal No. 1
Esquina Santomé, 3er piso
Santo Domingo, Rep. Dominicana

Tel. 689-0520

Hiroshi Yoshida, Director
WCOTP Japan Office
2-10 Minami-Aoyama
6-chome Minato-ku
Tokyo, Japan

Tel. 400-2303
Cables: WCOTP

Financial Statement

Executive Committee
World Confederation of Organizations
of the Teaching Profession

Morges
Switzerland

We have examined the accompanying statements of net assets of the International Office of World Confederation of Organizations of the Teaching Profession as of December 31, 1979 and 1978, and the related statements of revenue and expenses, changes in net assets, and changes in financial position for the years then ended. Our examinations were made in accordance with generally accepted auditing standards and, accordingly, included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

In our opinion, the financial statements referred to above present fairly the financial position of the International Office of World Confederation of Organizations of the Teaching Profession as of December 31, 1979 and 1978, the results of their operations, changes in net assets and changes in financial position for the years then ended, in conformity with generally accepted accounting principles applied on a consistent basis.

Geneva, February 26, 1980

TOUCHE ROSS & CO. S.A.

Appendices:

Statement of net assets
Statement of revenue and expenses
Statement of changes in net assets
Statement of changes in financial position
Notes to financial statements

STATEMENT OF NET ASSETS

(expressed in Swiss Francs)

	December 31	
	1979	1978
	Sw.Fr.	Sw.Fr.
CURRENT ASSETS		
Cash		
Demand deposits	236,016	425,737
Restricted foreign bank accounts	4,482	3,554
Cash in hand (Note A 3)	1,073	1,679
	241,571	430,970
Fees and dues receivable (Note A 1)	125,761	83,553
Prepaid Program expense	39,392	...
Sundry receivables and prepayments	113,765	60,055
TOTAL CURRENT ASSETS	520,489	574,578
NON-CURRENT ASSETS		
Deposits	12,216	9,500
FIXED ASSETS		
Equipment at cost (Note A 2)	53,294	21,995
Less: Accumulated depreciation	10,998	5,499
	42,296	16,496
TOTAL ASSETS (carried forward)	575,001	600,574

	December 31	
	1979	1978
	Sw.Fr.	Sw.Fr.
TOTAL ASSETS (brought forward)	575,001	600,574
DEDUCT:		
CURRENT LIABILITIES		
Bank overdraft	----	10,131
Deferred revenue	155,324	191,546
Accounts payable and accrued expenses	230,637	260,793
TOTAL CURRENT LIABILITIES	385,961	462,470
Provision for exchange fluctuations (Note B)	40,000	40,000
NET ASSETS	149,040	98,104

See notes to financial statements

STATEMENT OF REVENUE AND EXPENSES

(expressed in Swiss Francs)

	Year ended December 31	
	1979	1978
	Sw.Fr.	Sw.Fr.
REVENUE		
Membership dues:		
National members	2,031,663	2,050,874
Dues from previous years	12,559	42,827
Associate and international members	15,690	20,668
	2,059,912	2,114,369
Other Income:		
Grants and contracts for specific projects	413,071	374,501
Subscriptions and sales	5,773	7,044
Assembly and seminar registration fees, together with sundry income	7,019	28,783
Interest	1,272	3,400
TOTAL REVENUE	2,487,047	2,528,097
EXPENSES		
International operations:		
Secretary General's office	125,192	130,533
International representation	57,210	53,317
U.N. relations	119,193	91,410
Clearing house activities	34,559	33,963
Publications	139,479	158,020
	475,633	467,243

	Year ended December 31	
	1979	1978
	Sw.Fr.	Sw.Fr.
Regional programmes:		
Africa	416,600	406,380
Arab States	10,133	6,463
Asia	282,218	262,929
Europe	216,642	172,562
Americas	155,569	107,255
Special assistance projects	40,651	48,420
Multinational cooperation	24,358	28,730
	1,146,171	1,032,739
Legislative operations:		
Assembly of delegates	---	137,337
Assembly assistance	19,977	97,928
Executive and finance committee	82,737	148,459
	102,714	383,724
Central services:		
Office facilities and services for all programmes	427,734	421,296
Translation services	131,863	117,613
	559,597	538,909

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	Year ended December 31	
	1979	1978
	Sw.Fr.	Sw.Fr.
Contract services:		
Financial expenses	22,233	26,646
Education and home leave allowances	13,995	32,960
Depreciation of equipment (Note A 2)	5,499	5,499
Provision for accrued leave	13,763	---
International Institute	96,506	47,903
	151,996	113,008
Total expenses:	2,436,111	2,535,623
Excess of revenue over expenses (deficit in 1978)	50,936	(7,526)

see notes to financial statements

STATEMENT OF CHANGES IN NET ASSETS

(expressed in Swiss Francs)

	December 31	
	1979	1978
	Sw.Fr.	Sw.Fr.
Net assets as of January 1	98,104	105,630
Excess of revenue over expenses (Deficit in 1978)	50,936	(7,526)
Net assets as at December 31	149,040	98,104

See notes to financial statements

STATEMENTS OF CHANGES IN FINANCIAL POSITION

(expressed in Swiss Francs)

	Year ended December 31	
	1979	1978
	Sw.Fr.	Sw.Fr.
SOURCE		
Operations:		
Excess of revenue over expenses (expenses over revenue)	50,936	(7,526)
Add non-working capital items:		
Depreciation	5,499	5,499
	56,435	(2,027)
APPLICATIONS		
Fixed asset acquisition	31,299	21,995
Increase in deposits	2,716	2,629
	34,015	29,624
Net Increase in financial position	22,420	31,651
Net working capital December 31, 1979	134,528	
Net working capital December 31, 1978	112,108	
Increase in working capital for the year	22,420	

Working capital is comprised of total current assets less total current liabilities.

See notes to financial statements

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 1979 and 1978

A. Summary of SignificantAccounting Policies

1. Revenue. During the financial year, membership dues are recorded on a cash basis but at year end, where there is reasonable assurance that unpaid dues will be collected, the amount of dues receivable is recorded as accounts receivables. Any amount received in the current year, relating to prior years is included in the current year income. Excluded from receivables and dues revenue is the 1979 Nigeria dues in the amount of N 24,380 (Sw.Fr.69,657) which was not recorded since the currency restrictions in Nigeria make the ultimate receipt questionable.

2. Fixed assets. Normally, additions to furniture, fixtures and equipment are charged to expense in the period acquired, in conformity with accounting principles generally followed by organizations of this character. Portable interpretation equipment and the telephone system have been capitalized and are being depreciated over a four year period.

3. Foreign currency conversion. All assets and liabilities (including restricted foreign bank accounts) in foreign currencies have been converted into Swiss Francs at current exchange rates ruling at year end. Revenue and expenses in foreign currencies have been converted into Swiss Francs at the date of the transaction.

4. Pension plan. The Confederation has a contributory pension plan covering certain employees. The Confederation's policy is to fund pension cost accrued. There is no unfunded past service cost.

5. Taxation. The W.C.O.T.P., being a non-profit organization, is not subject to federal and cantonal taxes in Switzerland.

B. Provision for exchange fluctuations

The Assembly of Delegates of the W.C.O.T.P. at its meeting in Lagos, Nigeria, in August 1977 decided to establish a provision of Sw.Fr. 40.000.- against future possible exchange losses arising from the newly adopted system of membership dues.

C. Lease committments

As of December 31, 1979, the Confederation has two leases for office and parking space. These result in future non-cancellable committments as detailed below:

	Sw.Fr.
5, Avenue du Moulin - 2nd floor and parking	95,886
- 4th floor	37,800
Total commitments	133,686

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